

Community Nurse – Intensive Support Team (IST)

Learning Disability Service

**A4C Banding No: P1184**

**Job Description**

**TITLE:**

**DEPARTMENT:**

**LOCATION:**

Greenfields

**PROFESSIONALLY ACCOUNTABLE TO:**

Lead Nurse

**CLINICALLY ACCOUNTABLE TO:**

Team Manager – IST

**BAND:**

6

**HOURS:**

**Job Purpose**

To provide clinical leadership within the Intensive Support Team. The Post holder will be responsible for ensuring that they appropriately communicate with other Healthcare providers of bed based services. They will support outcomes and regular reviews of all Assessment and Treatment beds irrespective of provider, including out of county placement, lengths of stay and ensure estimated discharges are recorded and appropriately shared with service managers.

They will hold an active community caseload working in a proactive way utilising therapeutic interventions and person centred approaches to avoid hospital admission for service users. Maintaining a flexible responsive approach at all times.

**Responsible for**

To offer direct line management to Junior Community Nurses and Healthcare Assistants within the team.

No budgetary responsibility

**Main Duties**

1. To manage an active caseload of service users within tier 4 (Hospital based beds) and within tier 3 (community crisis support)



2.

To manage the more complex cases within the Intensive Support Team.

3.

To ensure the discharge process is both smooth and timely. The post holder will directly with service providers, partner agencies and local authorities to contribute to the production of Section 117 plans and/or CHC decision tools, as required.

4.

To identify risks and complete generalised risk assessments and provide specialised assessments.

5.

To support the multidisciplinary teams with the Care Programme Approach process and to act where appropriate as the care coordinator in the assessing, planning and implementing, reviewing and evaluating programmes of care using a system of individual care plans and measurable/quality outcomes.

6.

Maintain regular visits to all active service users.

7.

To work within the framework of city wide Multi-Disciplinary Teams. To provide intensive clinical nursing advice and therapeutic interventions to service users who present with challenging behaviour, autism, mental health and high complex needs, both in the community in residential settings and in hospital.

8.

To focus on individual health outcomes for people with learning disabilities and offer support and guidance to access health services.

9.

To be actively involved and promote service development and planning within mainstream services, supporting people with learning disabilities to achieve national and local targets.

10. In the absence of the Senior Community Nurse – IST service, to support and coordinate the IST service from receipt of the initial referral, including screening and allocation.

11. To ensure that all ethical/legal implications regarding therapeutic interventions are understood and maintained by the IST Service.

12. To support partner agencies (ie commissioners) to provide clinical assurance for Birmingham patients placed out of area for assessment and treatment. To clinically support the partner agencies with discharge provision. To produce service specification reports with partner agencies regarding their discharge.

13. To be responsive to tasks and duties including crisis situations, which are unpredictable in nature due to the complex nature of the service users.

14. To have a working knowledge of the Mental Health Act, Mental Capacity Act, Valuing People, Human Rights Act, Deprivation of Liberty, Equality Act and a general



**Management and Leadership Responsibilities** (1-5 included in senior management posts, 2- 5 included in junior manager / supervisors posts].

1. Develop and empower all members of your team to perform to high standards and Innovate.

awareness of other legislation that impacts on the lives of people with a Learning Disability.

15. To work with the individual, their carers and members of the multi professional teams in the development, implementation and review of a CPA and/or a person centred plan. This will include treatment plans that will outline the support the individual required to continue to live successfully within the community.

16. To provide advice, often complex and sensitive which includes both clinical and management strategies regarding complex behaviours that are escalating in risk of service users, carers/family, care providers and other statutory and voluntary agencies.

17. To act, where necessary, as an advocate for the person with a learning disability, bearing in mind the rights, needs and dignity of the individual.

18. To participate at Hospital Avoidance Pathway meetings and in both service wide MDTs and Hospital based clinical meetings both with Birmingham and out of area. To attend Clinical case conferences, best interest meetings ward rounds and clinics where appropriate.

19. To liaise with and provide consultancy to all professional, statutory and voluntary agencies working with people with learning disabilities, including Social Care and Healthcare providers and Community Nursing Teams.

20. To refer the service user to other agencies as appropriate.

21. To work flexibly in response to the individual need of service users with learning disabilities within a range of environments i.e. evening and weekends, bank holidays and to participate in the on-call rota.

22. To undertake audits and research to promote continued standards and development within the IST services as required.

2. Ensure supportive staff management arrangements are in place and carry out personal development reviews for direct reports. Ensure all staff in your team/s have annual PDR’s resulting in specific objectives and effective personal development plans in line with the Knowledge and Skills Outline Framework.



4.

5.

Responsible for undertaking appraisal of identified staff, including identifying the learning and development needs of individuals in line with the Knowledge and Skills Outline Framework.

6.

Responsible for leading in training and development of identified staff.

7.

To provide supervision for Qualified Nurses and Healthcare Assistants on a regular basis recognising the complex demanding nature of their caseload and the mental, emotional effort required when supporting service users with complex mental health and challenging behaviour needs. Ensuring their performance meets standards required by the service specification.

8.

To support the day to day management and supervision of junior staff and coordination of the teams workload; this includes HR issues such as sickness and disciplinary.

9.

When required to take on additional delegated responsibilities in the absence of the senior community nurse – IST Services.

10. To participate in service reviews.

11. To participate within nursing and clinical audits using research methodology for the IST service on a regular basis.

12. To participate in the induction, mentoring and sign off of students and the induction of new members of staff.

13. To participate in the delivery of information and training to service users, carers, nurses, members of the IST service and other multi-disciplinary teams and others. To support in the organisation and implementation of challenging behaviour training for the services qualified and unqualified staff, members of multi-disciplinary teams in line with professional expertise.

14. To maintain up to date knowledge of developments within the sphere of learning disabilities relating to challenging behaviour/autism and mental health.

15. To ensure application of all Trust Policies and Procedures and their implementation.

3.

Develop staff knowledge and skills to promote equality and diversity and address inequalities both in employment and service delivery. Ensure specific equality objective are included in PDR’s.

Develop a culture that ensure that the standards of Improving Working Lives and Investors in People are achieved and maintained for all staff and that staff’s perception about their working lives are measured and improvements made.



To undertake other duties commensurate with this grade of post in agreement with the relevant line manager.

**There is a legal requirement that from 16th November that anyone entering care homes must have had both Covid vaccinations; this post requires employees to undertake roles in care home settings therefore recruitment to this post is subject to the condition that appointed candidates are double vaccinated prior to commencing in post.**

To minimise the Trust’s environmental impact wherever possible, including recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Responsible for leading in training and development of identified staff.

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22. To support the team in absence of team members.

16. To maintain NMC registration and adhere to the Councils Code of Conduct.

17. To report deficiencies in service provision using agreed processes.

18. To keep up to date records of visits, activities, assessments and care plans.

19. To complete all relevant documentation regarding activities and mileage.

20. To establish and maintain good relationships and good communication with service users and carers.

21. To ensure all standards in relation to assessments, interventions, quality outcomes and reviews laid down by the NMC, Department of Health and the Trust are met.



**Key Relationships**

To establish effective working relation with the following:

External

BCHC

Social Services Police

Senior Management Senior Clinical Lead

Psychiatrists G.P. Psychology AHPs

MDTs

IST team member

Practices Housing Family/Carers

Care Professionals Care providers Commissioners

**Health & Safety at Work**

Attention is drawn to the responsibility of all employees to take reasonable care for the health & safety of themselves and other people who may be affected by their actions at work.

**Performance Management**

All employees have a responsibility to participate in regular appraisal with their manager and to identify performance standards of the post. As part of the appraisal process every employee is responsible for participating in identifying their own training and development need to meet their KSF outline.

**Safeguarding**

**Equal Opportunities**

Birmingham Community Healthcare NHS Foundation Trust is committed to being an equal opportunities employer and welcomes applicants from people irrespective of age, gender, race and disability.

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults polices, which are available on the Trust’s intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

**Smoking**

The Trust operates a No Smoking policy.

**Mobility**

Full driving license required with access to a vehicle is essential to role



**Sustainability**

The Trust attaches great importance to sustainability and Corporate Social Responsibility. It is therefore the responsibility of all members of staff to ensure that the Trusts resources are used efficiently with minimum wastage throughout their daily activities

**Dignity in Care**

Birmingham Community Healthcare NHS Foundation Trust (BCHC) is committed to providing dignity in care for all our patients and service users across the Trust.

All staff, workers, volunteers, students and individuals undertaking work experience/shadowing, irrespective of the role they specifically undertake, are required to adhere to BCHC’s vision, values and professional standards. This also involves working with and alongside colleagues and partners, demonstrating a duty of candour (i.e. honesty and straightforwardness), openness and accountability in order to achieve high quality and the best possible care outcomes for our patients, service users and the local community.

**Infection Prevention and Control**

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees must attend Infection Prevention and Control training as required for their post. Employees must be familiar with and comply with Infection Prevention and Control policies available on the Intranet.

**Job Description**

This job description will be subject to discussion and reviewed on an annual basis within the appraisal process.

regarded as gross misconduct and will be subject to the Trust’s Disciplinary Procedure and, in the case of both computerised and paper-based information, could result in a prosecution for an offence or action for civil damages under the Data Protection Act 1998.

**DATE:**

**POST HOLDER'S SIGNATURE:**

**Confidentiality**

Your attention is drawn to the confidential nature of information collected within the National Health Service. The unauthorised use or disclosures of patient or other personal information is

**A4C Banding No: P1184**

**PERSON SPECIFICATION**

**Example key areas**

**Job requirements**

**W**

**How identified**

**Candidate score**

**Comments**

**Qualifications / training**

Level of education; Professional qualifications; Vocational training; Post basic qualifications; Training and learning programmes/courses

RNLD/RNMH

* Post registration training
* ENB 998 or equivalent
* Evidence of continuing professional development

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AF & I

**Title**

Community Nurse – Intensive Support Team (IST)

**Band**

6

**Example key areas**

**Job requirements**

**W**

**How identified**

**Candidate score**

**Comments**

**Experience** Length and type of experience

Level at which experience gained

* Significant experience of working in Learning Disabilities Nursing services.
* Formal supervision of staff.
* Allocation and delegation of work.
* Working within MDT.
* Working within MultiAgency Teams.

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**Skills/knowledge** Range and level of skills

Depth and extent of knowledge

* Complex health assessments.
* Assessment Process.
* Health Facilitation
* Audit tools
* Equal opportunities.

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* On-call participation
* Flexible working
* Full driving license and access to a vehicle essential to role

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**Other job requirements**

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* Understanding diversity.
* Understand legislation in relation to People with Learning Disabilities
* Care Programme Approach.
* Information Technology
* (IT) skills.
* Knowledge of research methodologies

**Comments**

**Candidate score**

**How identified**

**W**

**Job requirements**

**Example key areas**

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**Personal qualities**

* Confident
* Assertive
* Effective communication skills
* Organisational skills

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**W (Weighting) - E** = Essential **D**= Desirable

**How identified = A**pplication = AF; **I**nterview = I; **T**est = T; **P**resentation = P.

**Example key areas**

**Job requirements**

**W**

**How identified**

**Candidate score**

**Comments**

Overall Candidate score