

Job Details

Job Title:	All Age Community Learning Disability Nurse – Challenging Behaviour
Hours of Work:	as contracted
Band or Grade:	Band 6
Department:	Community Learning Disability Team
Division:	Community
Base:	Community base

Reporting Arrangements

Managerially Accountable to: Clinical Lead

Professionally Accountable to: Clinical Lead

Responsible for: Junior staff and students

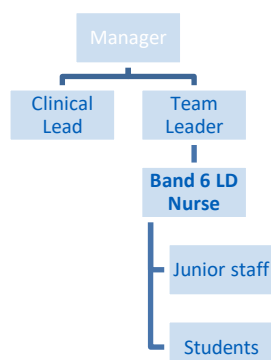
Job Purpose

To be a full and active member of a multidisciplinary all age service which focuses upon the health care needs of children, young people and adults who have a learning disability and unmet health needs. This may include challenging behaviour, forensic needs, autism, mental health needs, terminal illness, communication needs, sexual health and health promotion needs.

To be highly skilled at managing challenging behaviour of client and their family members at times of distress and crisis.

To undertake safe practice by the assessment/implementation/evaluation of effective client Risk Assessment/Management.

Organisation Chart



Duties and Responsibilities

Key results from the job holder

To be a full and active member of a multidisciplinary all age service which focuses upon the health care needs of children, young people and adults who have a learning disability and unmet health needs. This may include challenging behaviour, forensic needs, autism, mental health needs, terminal illness, communication needs, sexual health and health promotion needs.

The nurse will have a specific focus on providing specialised nursing assessments, planning intervention and evaluation of programmes of care for those individuals who require specialist support to access health services, those individuals who may be at risk of developing early aging conditions, those children, young people and adults who present with significant behavioural challenges and high dependency needs to themselves, their families and carers and services, and young people between the ages of 14 to 25 who are transitioning from children's to adult services.

To support primary care to manage appropriate cases within the primary care setting in collaboration with the Locality Hub services and to support appropriate referral to secondary services, under the direction of the Senior Management team.

To effectively support the all age service model for children, young people and adults with Learning Disabilities.

To provide formal, on-going clinical supervision and caseload management supervision to junior and less experienced community learning disability staff and students, as directed.

To maintain effective case management of a clinical caseload within the Community Learning Disability Team in line with recommendations

To carry out all relevant forms of care without direct supervision and may be required to demonstrate procedures to and supervise and teach qualified and / or unqualified staff and pre-registration Nursing Students

To accept responsibility for own professional practice as an accountable practitioner.

To undertake Breakaway/Physical Intervention Techniques (Restrictive Physical Intervention) according to the Community Learning Disability Service Policy.

To participate in the service Referral and Initial Assessment Process and Procedure

To participate as an effective member of the MDT, undertaking referrals, direct liaison with Primary Care and Locality Hub to ensure identified needs of service users and their carer's are met in a timely manner and in the most appropriate setting.

Facilitate and maintain effective liaison with parents, other health professionals, social workers, primary care teams and any other relevant services to ensure intervention is consistent and co-ordinated, providing person centred care.

To have responsibility and be professionally accountable for all aspects of assessment, implementation, evaluation for client specialist caseload, this would include requirement to undertake analysis of complex facts/situations directly related to client care. Identify unmet health needs and undertake interventions/signpost to relevant services. Delegate as necessary to unqualified staff and refer onwards as per individual client need.

To promote client self-care and independence towards an individual's maximum optimal potential.

To develop and deliver specific individualised focused training to staff / carers (paid/unpaid) / families and services that have a significant role in the delivery of care for the individual

To participate in and assist in the co-ordination of supporting clients within a working week according to individual client's needs.

Maintain clear, comprehensive and contemporaneous clinical records on all patients in response to personally generated clinical observations, in accordance with professional standards and Trust policies.

To be highly skilled at managing challenging behaviour of client and their family members at times of distress and crisis.

To undertake safe practice by the assessment/implementation/evaluation of effective client Risk Assessment/Management.

Planning and Organisational Duties

To support the Learning Disability Senior Management Team in delivering the teams core functions

To ensure safe practice by clarifying level of authority in role and seeking appropriate supervision and direction

To adhere/practice as per the Community Learning Disability Service and Trust Policies Procedures, Protocols and provide comments on possible developments that involve the Community Learning Disability Team.

To report financial and physical resource needs to the Senior Management Team.

To be responsible for personal input of data to Systm1 (client activity) as per Service and Trust Policy.

To ensure written communications are meaningful, relevant and timely in line with Service, Trust and Professional Guidelines and Practices.

To accept responsibility for own professional practice as an accountable practitioner within Clinical Audit activity/research and development as agreed within the Service/ Trust.

To demonstrate commitment to personal/professional development within Trust Clinical Governance Framework.

To reflect on and evaluate on personal professional practice and client outcome experiences.

To receive Clinical supervision, Care Management & appraisal from your Senior Manager

Communications and Key Working Relationships

To plan and co-ordinate and lead client focused Multi-agency Meetings as required

To be a full and active member of the multi-professional team including Nursing, Speech and Language Therapists, Occupational Therapists, Assistant Practitioners, Nursing Associates, Support Workers, Apprentices and Admin. To work in partnership with Social Care, Council Services Secondary Care, Third Sector and Primary Care in the delivery of an integrated service that facilitates the wellbeing of service users.

Prepare and present clinical reports as required.

Responsibility for Finance

To be responsible for ensuring the effective selection and use of all treatment resources available both in the community.

To operate efficiently and minimise waste of resources across all spheres of work.

To advise the Team Leader on ordering, monitoring and maintaining equipment used in carrying out physiotherapy duties, and to adhere to departmental policy, including competence to use equipment and to ensure the safe use of equipment by others through, teaching, training and supervision of practice.

Responsibility for Human Resources

To participate in the staff appraisal scheme and Personal Development Review (PDR) as both appraiser and appraisee.

Responsibility for Health & Safety

Compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Responsibility for Teaching

Deliver Service/organisational training to qualified/non-qualified staff as required.

Assist in the facilitation of a supportive learning environment which enables the Team, Pre-registration students and the Nurse to develop.

Act as preceptor/mentor and support other trained staff / nursing and therapy students accessing the wider service.

Participate within the Induction Programme for new starters to the Team.

Develop, review and update clinical assessments using research based evidence for use within recall clinic and as part of assessment process for all individuals identified in service.

Update personal skills and attend study days relevant to own practice.

Promote the Trust as a learning organisation.

Standard Duties & Responsibilities

The Trust operates a No Smoking Policy.

All Wrightington Wigan and Leigh NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults; service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and WWL Procedures for Safeguarding and Protecting Children which are available on the Trust Policy Library.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face to face, and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.

Compliance with the General Data Protection Regulations 2016, Data Protection Act 2018 and Information Governance Principles – the post holder is not entitled to use for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Compliance with the Health & Social Care Act 2008 – Code of Practice on the Prevention and Control of Infections and related guidance – the post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with Trust Infection Prevention and Control policy and related Standard Operating Procedure (SOP's); along with risk assessment of all situations; as staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Staff must be fully compliant with Trust Infection prevention and Control eLearning policy.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, relevant person or organisation which has any interest with the Trust, the services provided by the Trust or any element of patient care. Failure to do so may result in an employment application being rejected, or if it is discovered after appointment the omission of such information could lead to dismissal. This includes any form of private practice relating to medical care.

Compliance with Trust Policies and Procedures including the Code of Conduct.

Compliance with Standing Financial Instructions (SFIs) – The SFI's identify the financial responsibilities which apply to everyone working for the Foundation Trust and its constituent organisations including trading units. Failure to comply with Standing Financial Instructions can in certain circumstances be regarded as a disciplinary matter that could result in dismissal. Compliance with the SFIs is monitored by the Finance Department and post holders are therefore required to understand their responsibilities outlined within this document and ensure compliance with its instructions.

Responsibility for all records (including patient health, financial, personal and administrative) that they gather or use as part of their work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images.

Any other duties appropriate to the grade. The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

This document is also available in audio, large print, Braille and other languages upon request. For more information call 01942 773106.

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