**JOB DESCRIPTION**

**JOB TITLE REPORTS TO**

Registered Learning Disability Nurse / Mental Health Nurse Specialist Nurse Lead

**JOB PURPOSE**

The practitioner will work within the Specialist Nursing Service and be a valuable member of the wider multidisciplinary team, promoting the health and well-being of people with a learning disability and/or Autism.

The practitioner will work alongside the people we support, their careers, families, other health care professionals and external agencies to ensure; highest standards of support, removal of health inequalities and increased independence utilising a person centred approach to coproduce positive outcomes.

The practitioner will be supported to manage a caseload.

Your practice will be Safe, Effective, Caring, Responsive and Well Led.

**PRINCIPLE ACCOUNTABILITIES**

**1. To ensure care provided is SAFE**

* To work in partnership with other medical and non-medical professionals involved in an individual’s care ensuring a holistic view is considered.
* To assist and support staff teams to embed person centred, coproduced support into daily working, advocating for individuals best interests as necessary.
* Utilise appropriate assessment as per evidence base, including risk assessment. To develop, implement and monitor impact of suitable strategies and interventions with the aim of improving quality of life, health and well-being.
* To support medical colleagues to safely monitor and assess effects of medication.
* To support dynamic support processes.
* Provide a high standard of learning disability nursing care to those using services within David Lewis utilising assessment, implementation and evaluation skills continually, altering plans as required.
* To ensure that all health and safety responsibilities are discharged to protect the health and safety of self, employees and comply with best practice and legal requirements.
* In accordance with David Lewis policies, be familiar with and regularly refresh knowledge of the aspects and indicators of abuse in relation to the protection and safeguarding of children/young people and vulnerable adults, reporting all concerns, suspicions, allegations and incidents to the Lead Person without delay.
* To be responsible for fulfilling mandatory training obligations. Ensure professional standards, as per Nursing and Midwifery Council Code, are maintained at all times. Ensure regular appraisal and continued professional development is undertaken for future revalidation.

**2. To ensure care provided is EFFECTIVE**

* Participate fully, share knowledge and expertise with the multi-disciplinary team to create best outcomes for individuals with a learning disability and/or autism.
* Recognise own limitations and seek support from Specialist Support Nurse to discuss onward referrals to other professionals as appropriate; occupational therapy, speech and language therapy and external agencies. Work with other support services to complement input and interventions.
* Support individuals through periods of transition and provide effective handovers as required.
* Facilitate access to mainstream health services by involvement with planning and preparation. Advocate for reasonable adjustments, mental capacity considerations to enable all outcomes to be in the individual’s best interest.
* Take responsibility for the management of a caseload with support from Specialist Support Nurses.
* Maintaining appropriate documentation to evidence delivery of care in accordance with the NMC Code of Conduct.

**3. To ensure care provided is CARING**

* To treat all individuals with kindness, compassion, dignity and respect advocating for individual choice and control of own support/care needs. Coproducing support plans and risk management with individuals.
* Visit individuals in their home to build meaningful and therapeutic relationships -listening to the individual, interpret their requirements and concerns and provide reassurance with regard to treatment. Regular monitoring is an essential part of this process.
* Actively promote personal health and well-being and encourage individuals to participate in social/therapeutic sessions which may be beneficial to their health. Provide information and support with regards to healthier lifestyles and choices where appropriate.
* To have a good underpinning knowledge of the Mental Capacity Act and complete Mental Capacity Assessments relevant to the role. To be able to offer support and guidance to staff teams to confidently complete mental capacity assessments and interpret the discussions seeking support from Team Lead as required.
* To act as an advocate for individuals who may lack or have fluctuating capacity during the best interest process.
* To support and guide staff teams with regards to person centred planning ensuring the individual is considered holistically and their hopes, dreams and desires are included and, where possible, steps are included to achieve these.
* Work with external agencies to remove health inequalities for individuals, ensure access to mainstream services is achievable with the use of reasonable adjustments and adequate preparation and planning available prior to care or treatment.
* To proactively manage health conditions or increasing concerns. Complete timely assessments and arrange interventions or onward referrals.

**4. To ensure care provided is RESPONSIVE**

* Be available to respond to distressed individuals. Work with the individual, multidisciplinary team and their support team to understand the source of distress, plan and implement strategies to reduce the occurrence and continue to monitor to ensure interventions are successful.
* To use ongoing monitoring of caseload to detect physical/mental health decline early to allow prompt specialist nursing assessments to be completed and guide treatment/care plan with support from Specialist Support Nurses.
* To remain current and up to date with developments within the field and use evidence based, best practices, interventions, assessments or methods when working with individuals.
* Continual liaison with other professionals involved in the individuals care to ensure streamlined care.
* Be involved in audit, lessons learnt and/or service development opportunities with support from Specialist Support Nurses and Senior Leadership Team.
* Identify own training needs with assistance from Specialist Support Nurses.

**5. To ensure care provided is WELL LED**

* To have a thorough operating knowledge of legislative and regulatory requirements and ensure standards are met and maintained.
* Attend meetings as a representative of the Specialist Support Nurses when required.
* Assist in implementation of David Lewis policies and to participate in developing new ideas and methods of practice.
* To promote and support awareness of equal opportunities and to ensure that bullying, harassment and intimidation are not tolerated.
* Deliver a range of teaching sessions to individuals and carers of people with a learning disability.
* Assist in supporting students whilst on placement.

**6. General**

* To be familiar with and comply with all policies, procedures, protocols and guidelines.
* To assist with any other Ad Hoc duties required as and when the business may require them.

**7. PERFORMANCE MEASURES**

* Quality of relationships with Service Users, families, staff and other professionals, measured by feedback and observation.
* Line Manager Satisfaction with quality of work produced and competence level.
* Feedback to be facilitated through regular professional supervision and annual appraisal.
* Development of professional skills measured by enhanced competence and attainment of qualifications.
* Contributes to the Clinical Governance agenda with Audit and improvement methodologies

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**8. KEY COMPETENCIES**

* + Communication, verbal and written
	+ Analytical & judgement skills
	+ Planning & Organisational skills
	+ Positive attitude
	+ Caring
	+ Adaptability
	+ Initiative

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**9.** **KNOWLEDGE, SKILLS AND EXPERIENCE**

* Diploma/Degree in Learning Disability Nursing / Mental Health Nursing (Essential)
1. Experience working with individuals with a Learning Disability and/or Autism (Essential)
2. Excellent interpersonal skills (Essential)
3. Ability to manage own case load and prioritise with support (Essential)
4. Ability to problem solve and plan ahead (Essential)
5. Ability to work on own initiative and possess excellent time management skills (Essential)
6. Commitment to own personal development must be evident (Essential)
7. Working knowledge of IT (Essential)
8. Previous involvement in Audit (Desirable)
9. Experience of working alongside multidisciplinary team both in community and hospital environment (Desirable)
10. Experience of delivering training (Desirable)

**Disclosure and Barring Service (DBS) Checks**: This post, due to its nature, duties and responsibilities, will be subject to a check by the DBS. The level of check which will apply shall be an “Enhanced” level check. Information about this disclosure can be found at [www.gov.uk](http://www.gov.uk).

To prevent abuse and implement good practice David Lewis ensures that recruitment practices are robust and rigorous and that all staff employed have up to date and acceptable references, a full and complete employment history, an Enhanced DBS check and a check of the DBS barred lists.