

JOB DESCRIPTION

TITLE: Community Learning Disability Nurse (lower)

POST NO: 130551

DEPARTMENT: Population Wellbeing

DIVISION: Adult Social Care

RESPONSIBLE TO: Operational Manager/Lead Nurse

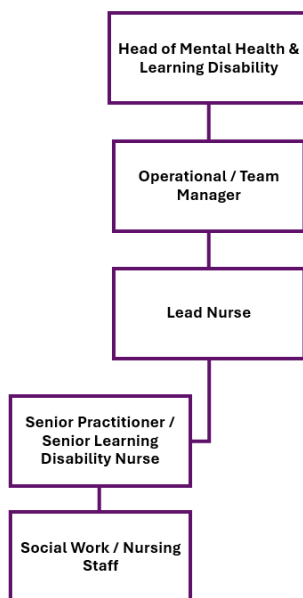
GRADE: M1

PURPOSE OF POST:

The Adult Social Care Service exists to help people achieve the outcomes that matter to them in their lives, promoting their well being and independence through both statutory and non-statutory interventions and preventing or reducing their need for reliance on others.

The Team's role is to meet the Local Authority's legal responsibility under the Care Act 2014 to carry out person centred assessments of adults who appear to have care and support needs, and their carers, and to meet these needs through a variety of ways, achieving positive outcomes for them. Potential service users will include adults with physical disabilities, learning disabilities sensory impairment, dementia and related mental health needs (except clients managed by the Mental Health Trust) and other adults with care and support needs at risk of harm or neglect, who are unable to protect themselves. The Team also exercises directly, or indirectly the Local Authority's other responsibilities including compliance with the Mental Capacity Act 2004, Deprivation of Liberty Safeguards and other legislation.

ORGANISATION CHART:



PRINCIPAL RESPONSIBILITIES:

100%

1. Apply nursing skills and knowledge in carrying out person centred, Strength & evidenced based, nursing and social care assessments to determine needs and outcomes for adults and their carers. And ensure that any intervention to support identified needs for an adult strengthens their independence and support networks, promotes their well-being and contributes to their desired outcomes. 25%
2. Undertake clinical procedures appropriate to the person's health needs and with the appropriate guidance as required. To manage a caseload of complex cases, taking responsibility for ensuring compliance with performance and good practice requirements. 20%
3. Facilitate training and referrals to access primary, acute and specialist health care services in accordance with the person's needs. 10%
4. Act as a specialist nurse providing advice, support, appropriate training and competencies to people, their carers and to colleagues within the Local Authority across provider services. 10%
5. Carry out reviews of adults with health, care and support needs and their carers, ensuring that arrangements to meet their identified outcomes continue to be effective. Work collaboratively with statutory, private and voluntary agencies to deliver an effective joint response to Health and Social Care needs. Applying national eligibility criteria and local procedures and guidance, ensuring resources are maximised and used in the most cost effective way. 10%
6. Maintain timely case records and other information requirements utilising Luton's computer recording and IT systems where appropriate. To maintain

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| nursing portfolio as part of revalidation and undertake identified training for professional development and to take responsibility for meeting continued NMC registration requirements. | 10% |
| 7. To co-ordinate and undertake safeguarding adults' enquiries and other assessments specific to Adult Social Care. Provide professional support to unqualified staff including Social Care Assessors, Enablement Coordinators, and contribute to service development and good practice. | 10% |
| 8. Undertake other Adult Social Care and health duties commensurate with this nursing grade e.g. contribution to project work such as LEDER or emergency planning response. Work flexibly across Adult Social Care in response to fluctuating service needs. | 5% |

DIMENSIONS:

Supervisory Management: No direct line supervisory responsibility for staff. To provide coaching and mentoring on case work issues to non-qualified social work staff and students in the team.

Financial Resources: The post holder will not hold any specific budget responsibility but will be accountable for their use of financial resources to meet eligible care and support needs.

Physical Resources: N/A

Other:

WORKING ENVIRONMENT:

Agile (Smarter) Working

The Council needs to provide its services more cost effectively and this means a significant number of employees needing to work in different ways and from varying locations according to the needs of their job. In some circumstances this might mean working from home. The concept of employees having a desk of their own at a fixed location has ended.

The post holder will be expected to work flexibly and carry out their responsibilities in a variety of settings e.g. LD provider service locations, GP surgeries and hospitals etc. There will be lone working in compliance with LBC's policy.

PHYSICAL EFFORT: To carry light equipment (Laptop)

CONTEXT:

The community learning disability team are passionate about making the lives of people with learning disabilities bigger and by recognising their strengths and

enabling people to lead good ordinary lives and be valued members of their community. The team has a number of exciting projects which it is leading on including employment, personal technology, asset based community development, and connecting people to make friends.

To meet Luton's statutory duties under the Care Act 2014 and related legislation and guidance for adults with care and support needs and their carers. Contribute to achieving Adult Social Care national and local performance indicators and Service Plans.

The post is based within our multi disciplinary team which includes social workers, social care assessors, enablement coordinators and is part of our existing and well established cohort of community learning disability nurses. The post is based within the Adult Social Care Service which forms part of the People Directorate of LBC. The post holder will be expected to work collaboratively with a wide range of professionals particularly Health services in the primary and secondary settings, independent care providers and the voluntary sector to ensure a seamless, timely and quality service. They will work with adults and older people aged 18 and over, and their carers who present with health, care and support needs including undertaking the full range of statutory work. They will be expected to work with complex and challenging health cases and deliver training and competencies for learning disability provider services colleagues. In doing so, the post holder will utilise their nursing skills, promoting the person's strengths and potential for independence, reducing the need for more intensive services including prevention of hospital admission. The job will involve travel in Luton and outside of the borough, occasionally at short notice (in emergencies) whilst it will not be a regular occurrence, there may be a need to work occasional weekends and evenings,

Whilst the post holder will work within the policy and procedures of the Luton Council under supervision, they are also be expected to exercise a high level of autonomous professional judgement and risk evaluation, taking responsibility for the safety and well being of service users. In particular they will adhere to and promote LBC's safeguarding adults policies and procedures under the Care Act 2014, Mental Health Act 2007 and the Mental Capacity Act 2004.

DBS

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

Person Specification

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E):- without which candidate would be rejected

Desirable (D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the <u>essential and desirable</u> criteria.				
Attributes	Essential	How Measure d	Desirable	How Measure d
Experience	Substantial post qualifying experience in an Adult Social Care or Nursing setting	1,2	Experience of managing and supervising staff	1,2
	Experience of professional support to other colleagues	1,2		
	Experience of delivering nursing training and competencies to care workers.	1,2		
	In depth experience of working with people with a learning disability.	1,2		
Skills/Abilities	Self-motivating and innovative, able to work as part of a team and meet given deadlines and targets.	1,2	Able to undertake the role of practice teacher for students on qualifying courses	1,2
	Able to promote the benefits of working together as one multi-disciplinary team and one department to minimise duplication and make best use of scarce resources	1,2	Able to undertake AMHP and or BIA assessments	1,2
	Able to work with complex and challenging cases - with access to support and supervision - where there may be issues of vulnerability and risk and where crisis intervention may be required in compliance with health and safety policies.	1,2,5		
	Able to advise, guide, assist, coach and mentor the case work practice of Social Care Assessors. Including evidence of ability to evaluate alternative lines of action, identify degrees of priority and urgency and make creative and sound judgments in providing solutions on case work issues.	1,2,5		

	Able to make sound professional judgements, and negotiate appropriate outcomes in a multi-disciplinary setting. Able to communicate effectively (orally and in writing) and work with service users and carers involving a wide range of other professionals. Able to maintain high quality records, write clear, concise reports and correspondence dealing with complex issues. This will involve using Council computer database and case recording systems Value for money minded with evidence of ability to creatively design cost effective care packages, being clear about the impact of decisions on costs, implement lean processes and maintain effective administrative and organisational procedures Able to represent the Agency in court, or a similar setting. Able to set and maintain the highest standards of personal, professional and ethical behaviour and gain the trust and respect of others. Demonstrable organisational skills - able to manage periods of competing pressures, conflicting demands and priorities and plan workload in order to meet strict deadlines and targets	1,2 1,2 1,2 1,2,5 1,2 1,2	Ability to lead and chair multi-disciplinary meetings.	1,2
Equality Issues	Demonstrable knowledge and understanding of equality issues and legislation and the ability to put equality policies into practice	1,2		
Specialist Knowledge	Knowledge of Adult Social Care legislation and guidance, in particular the Care Act 2014 and Mental Capacity Act 2004, the principles underpinning social care practice and how relevant legislation and guidance is applied in practice.	1,2, 3/5		

Education and Training	Relevant professional qualification e.g RNMH/RNLD	1,4	Additional nursing qualification/pin e.g. general nursing.	1,4
	Demonstrable commitment to professional development. PQ training undertaken or commitment to do so.	1,4	ASW/AMHP, BIA or Practice Teaching award. Relevant Degree in related area, or management qualification.	1,4
Other Requirements	Able to visit customers and families in their own homes (regularly)	1,2		
	Able to work across a 7 day week Able to work across the different pathways	1,2		
	Able to work outside normal office hours (occasionally)			

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Equality Act (2010), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (2018).

Supporting Statement

For your Supporting Statement please ensure you answer the following questions.

Tell us about your relevant experience, providing examples to demonstrate how you meet the experience criteria on the person specification.

Tell us about your skills & abilities, providing examples to demonstrate how you meet the skills and ability criteria on the person specification.

Tell us about your specialist knowledge, education and training relevant to this role as stated on the person specification.

Tell us about your demonstrable knowledge and understanding of equality issues and legislation and the ability to put equality policies into practice.

Tell us how you are able to meet the other requirements as stated on the person specification.