

Job Family:	Delivery – Front Line – Professional knowledge	Grade:	8
Job Title:	Community Nurse – Learning Disabilities	Directorate:	People
Date:	October 2016	Version:	1:1

Role Profile - Details Specific to Job Family

These roles would be regarded as “front line” service delivery roles. Here, role holders are directly accountable for performance, often through the direct control of significant resources or through managed contracts. These roles may also deliver some of their results through collaborative working with co-producers or other third party agencies.

At the lower levels, operational managers may oversee a department or team and at the lowest levels, direct contact with service users will be a common feature of roles in this job family. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

Role Profile - Details Specific to Grade

Will have accountability for achieving clearly specified and measurable results either personally or through the leadership of a team. Will be dealing with complex problems and issues within the boundaries of professional skill and knowledge. Will make recommendations on procedural improvements and other initiatives to enhance team performance.

Roles requiring a level of professional expertise to deliver a front line service.

Brief Description of job role and department

The Clinical Health Team is a specialist health service for adults with learning disabilities whose health needs cannot be met by mainstream health services. We employ a range of health professionals in order to meet those needs.

The team provides services to those adults with learning disabilities registered with a Sutton GP.

Team Functions

- The delivery of health inputs provided by trained clinicians specialist in the field of learning disabilities where needs cannot be met by mainstream services alone.
- Promoting well being through activities such as health promotion and preventative lifestyle activity.
- Facilitating access to mainstream services and supports such as; primary care; acute care; leisure opportunities; housing; etc.

- Contributing to service developments and using knowledge about needs; effectiveness of current services and future demand to inform and contribute towards strategic commissioning.
- Imparting skills by teaching and training others such as social care providers; voluntary sector staff; and other health professionals.

Role

The Clinical Health Team Nursing team is responsible for reducing health inequalities and improving access to mainstream health services. This is achieved through partnership working with Primary, Secondary and Tertiary services and the development of initiatives to support improvements in the delivery of service/care.

Representative accountabilities

- Deliver service activities and manage caseloads to ensure intended outcomes for customers and the Council are delivered within agreed service standards.
- Identify and implement improvements in own work area in order to deliver continuous service improvement and improved outcomes to customers.
- Liaise with customers to review service requirements and resolve problems.
- Keep up to date with changes in policy/legislation/contractual requirements in order to ensure service delivery is effective and complies with appropriate regulations.

Budgetary accountabilities

- There are no budgetary accountabilities undertaken by this role.

Specific accountabilities

- To be professionally accountable for the effective and efficient management of one's case load, taking into account the need to combine one's own responsibilities and those of the team and adhering to professional codes of conduct.
- Accountable for the safe delivery of services/innovations across a range of health care settings, with a range of health professionals, designed to meet specific targets/outcomes.
- Responsible for the development of local services in line with agreed team outcomes, including writing and leading on project proposals under the supervision of the senior nurse or nurse manager.
- Responsible for the clinical supervision of junior nursing staff and student nurses.

Person specification (knowledge, skills, experience and behaviours required in the role)

Education/ Knowledge/ Qualifications

- Registered nurse qualification – Learning Disabilities (RN 5 or 6) supplemented by Diploma level specialist training, experience or short courses.
- Current NMC Licence to Practice
- Sound level of evidence based clinical practice
- Sound knowledge of the principals of clinical governance/ national and local policy/ good practice guidance relating to care of people with learning disabilities. In particular evidence based practice, clinical audit and the role of professional development in advancing practice

Experience

- Demonstrable experience post qualification is desirable
- Multidisciplinary team working
- Experience of working in a Community Learning Disability setting is desirable

Skills

- Ability to supervise staff
- Business skills, such as, Fwi, Google, Excel, Word
- Negotiation and problem solving skills
- Demonstrates good analytical and reflection skills
- Excellent presentation skills
- Excellent interpersonal and communication skills with client, carers and other partners, using appropriate systems
- Good organisational and prioritisation skills
- Clear and effective decision making
- Ability to work autonomously as well as effectively with team members and other partner agencies
- Ability to reflect and critically appraise own performance

Other

- Takes responsibility for own CPD
- High levels of initiative, innovation and self-motivation
- Flexible
- Car Driver/Owner and ability to travel

Mandatory accountabilities/requirements for all LBS staff e.g.

- Ensure all health and safety standards are adhered to for the relevant work area
- Apply diversity and equal opportunities policies in the workplace
- Carry out duties in accordance with the Borough's Equalities and Diversity policy, Safeguarding Adults policy and all other Borough and departmental policies and procedures