

Complex Needs Community Intellectual Disability Nurse (CIDN)

CANDIDATE INFORMATION PACK



Welcome



Dear Candidate

If you are looking to work alongside highly experienced and compassionate colleagues, where the well-being of our staff and the treatment and recovery of patients is fundamental to your practice, then we welcome your interest in this post.

Dumfries and Galloway Mental Health Directorate hosts a range of NHS services who work in partnership to deliver evidence based patient centred pathways, which includes access to a holistic range of professionals that aims to meet patient and carer needs.

We have strong working relationships with colleagues in other statutory and third and independent sectors. This can be seen in a wide range of creative projects, including staff support, blue light pathway, Early Intervention Psychosis (EIP) , and Psychology providing trauma training through for our Community Justice Partnership.

Our Specialist Drug and Alcohol Service and our Prison Healthcare Service have received a number of positive reports from a range of external scrutiny bodies, and our Intellectual Disability Services are committed to working towards the ambitions described in the Keys to Life, where choice and control for people with learning disabilities is paramount.

We also have the fortune of a purpose built In Patient Mental hospital, recognised, not only for its outstanding architectural design, but also for a range of patient safety initiatives that have won a number of national awards.

We know that working in Mental Health Services can be challenging, and we know the importance of looking after ourselves and each other. We strive to create a working environment that is supportive, encourages talent, and recognises and nurtures the strengths we all bring to work. We have a strong commitment to clinical and managerial supervision, staff training and development and of striving to make the work we do meaningful, rewarding and fun.

If you want to find out more, please feel free to pick up the phone and talk to us. Details of the contact for the post you are interested is included in this recruitment pack.

Many thanks for your interest, and wishing you the best of luck!!

Justin

Justin Murray
General Manager

Job Description

1. JOB IDENTIFICATION

Job Title: Complex Needs Community Intellectual Disability Nurse

Department(s): Community Intellectual Disability Team

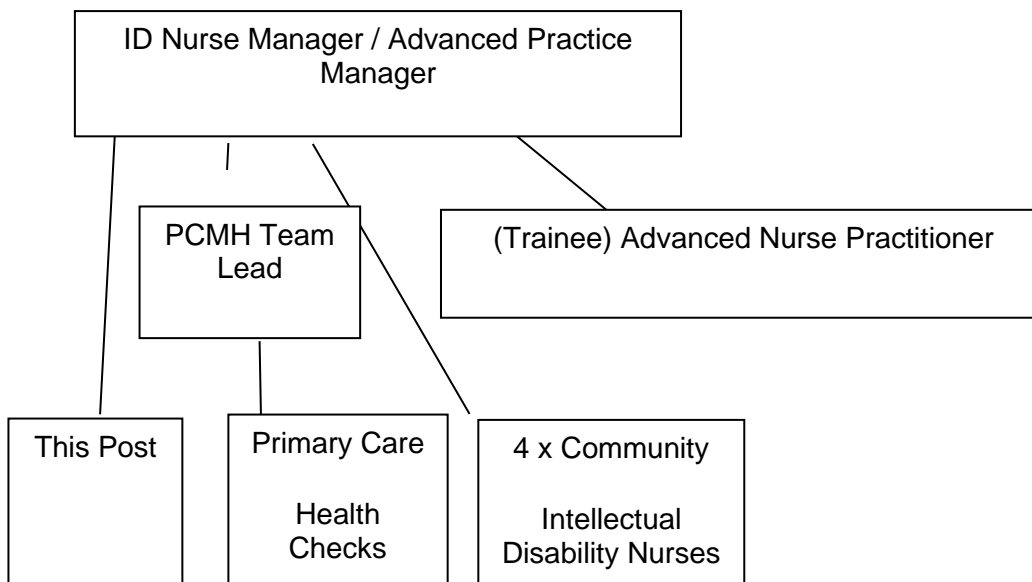
Job Holder Reference: NG061RM.25

No of Job Holders: 1

2. JOB PURPOSE

- The post holder will be responsible for managing, assessing, planning and implementing the nursing care needs to adults with intellectual disabilities.
- The post holder will be responsible for carrying out annual health checks and actioning outcomes for individuals with Complex Care needs.
- The post holder will assess the physical health of adults with Intellectual Disabilities and facilitate access to mainstream services where possible.

3. ORGANISATIONAL POSITION



4. SCOPE AND RANGE

The post holder will be expected to :

- Be responsible for assessing the physical health of adults with an Intellectual Disability

who have complex needs including mental health, sensory impairment challenging behaviour etc.

- Offer specialist advice and information to a range of people working within Health and other statutory bodies ensuring that people with an Intellectual Disability can access mainstream services.
- Work independently with the freedom to exercise judgement about actions whilst accepting professional accountability and responsibility.
- Promote and influence others to incorporate non-judgemental, value based care into practice.
- Demonstrates specialist competence, innovation and clinical leadership in the delivery, management and provision of learning disability nursing care.

5. MAIN DUTIES/RESPONSIBILITIES

To provide a holistic nursing assessment to identify the needs of people with an Intellectual Disability.

- To complete annual health checks including venepuncture/ECGs.
- To co-ordinate and/ or contribute to multi-disciplinary assessments of people with complex needs.
- To assess individual needs in full consultation with the service user and where appropriate carers involved.
- To draw up appropriate care plans, liaising as necessary with service user, carers and other agencies/ service providers.
- Plan care to promote and enable self care.
- To co-ordinate, monitor and review nursing care plans implemented.
- Contribute to clinical risk assessment and management.
- To deliver therapeutic interventions to patients within post holders own sphere of knowledge and skills.
- To supervise the work of junior staff.
- Assist where appropriate other professionals in the delivery of care programmes.
- Administer and Monitor the efficacy of medication prescribed in relation to a service user and liaise with medical practitioner in respect of findings.
- Safe and secure handling of medicines.
- The post holder will provide training and education to carers and care providers.
- Utilise electronic patient recording systems.
- Contribute to or participate in audit and research as appropriate.
- Participate in and provide regular clinical supervision/ reflective practice
- Promote physical, mental health and wellbeing.
- Provide a mentoring role for more junior members of staff.
- Participate in regular management, supervision, appraisal and personal development planning.
- Facilitate students and others to develop their competence, using a range of professional and personal development skills.
- Support and participate in Mandatory training as identified by the Board.
- Promote teamwork and contribute towards the achievement of the service's purpose and objectives.
- Actively contribute to a variety of professional networks
- Operate at all times within agreed Health & Safety policy as set nationally and locally.

- Contribute to the development of local guidelines and policy and where appropriate at national level.

6. SYSTEMS AND EQUIPMENT

- Will use relevant electronic systems to record service user and other associated information.
- Will be expected to drive a car or other appropriate vehicle.
- Will use equipment for administering medication, by depot injection, when called upon to do so.
- Will use other equipment as required.

7. DECISIONS AND JUDGEMENTS

The post holder will:

- Be subject to the ongoing managerial supervision of the Intellectual Disability Service Manager.
- Receive and participate in clinical supervision within the Intellectual Disability Service and out with as appropriate.
- Be personally accountable for their own professional practice and conduct in accordance with the NMC Code of Conduct and Guidelines.
- Work independently with the freedom to exercise judgement about actions while accepting professional accountability and responsibility.
- Have freedom to act but guided by precedent and clearly defined policies, procedures and protocols.
- Utilise critical thinking to explore and analyse evidence, cases and situations in clinical practice.
- Draw on a range of sources in making judgements.

8. COMMUNICATIONS AND RELATIONSHIPS

The post holder will :

- Be expected to effectively communicate both verbally and in written format with a range of people and agencies.
- Participate in team meetings.
- Communicate and work with individuals and members of multi-disciplinary/ multi-agency teams, private providers, statutory and voluntary agencies.
- Be expected to relay complex, clinical information to other members of the multi-disciplinary team, patients, carers and other agencies in a range of formats.
- Communicate complex sensitive and/ or contentious information using highly developed interpersonal skills.
- Be required to pass on relevant information to Line Manager when appropriate.
- Be required as necessary to supervise junior staff and students.
- Communicate with people in a manner that is consistent with their level of understanding, culture and background.

9. PHYSICAL DEMANDS OF THE JOB

The post holder will:

- Be required to drive a car as part of everyday duties.
- Be exposed to bodily fluids.
- Will be expected to use an electronic keyboard to input information to relevant IT systems.
- Required to show appropriate level of dexterity in administering injections and taking bloods.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

The post holder will:

- Be required to impart complex information to patients and carers. Throughout this they will be expected to demonstrate a level of empathy and reassurance whilst maintaining therapeutic relationships with all concerned.
- Have to deal with a rapidly changing work environment and will be expected to work under pressure.
- Be part of an integrated and managed Intellectual Disability Service, they may be called upon to make decisions as a “lone practitioner” when it is not possible to consult with other team members.
- Maybe exposed to unpleasant working conditions.
- May be exposed to challenging behaviour including verbal and physical abuse.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

The post-holder will possess a recognised nursing qualification that allows entry to the following parts of the nurse register: -

RN3, RNMH – Registered Nurse in Mental Health Nursing, 1st Level OR
RN5, RNLD – Registered Learning Disability Nursing, 1st Level

The post-holder would normally be expected to have demonstrable experience, post-registration, working as a Mental Health or Learning Disability Nurse, preferably with experience of working with adults with complex needs / profound and multiple learning disabilities.

The post-holder will show evidence of continuing professional development. Preferably they will hold a certificate to post graduation diploma level in an appropriate subject.

The post-holder will be expected to have:

- Working knowledge of mental health and learning disability legislation.
- Current knowledge of developments within learning disability nursing practice.
- Working knowledge of the annual health checks for adults with a learning disability.
- Knowledge of current SIGN guidelines.
- Knowledge of Quality Improvement initiatives.
- Knowledge of Clinical Governance.
- An understanding the Integrated Care Planning Process and condition

specific pathways.

- Knowledge of the local strategy for developments in Mental Health and Learning Disability.
- A demonstrable understanding of Positive Behaviour Support
- Knowledge of organisational goals that are reflected in personal and team objectives

12. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder (Print):

Job Holder's Signature:

Head of Department (Print):

Head of Department Signature:

Date:

Date:

Person Specification

ESSENTIAL	DESIRABLE
<p><u>QUALIFICATIONS</u> Entry on Professional Nurse Register as a Learning Disability Nurse, 1st Level, RN5 OR Mental Health Nurse, 1st level, RN3 Ability to travel across the region.</p>	<p>Post graduate diploma level nursing qualification in appropriate subject.</p>
<p><u>SKILLS</u> Good communication/interpersonal skills. Team Player. Organisational skills. I.T. literate. Ability to manage time effectively and to work independently using own initiative under minimal supervision. Ability to liaise and negotiate with others in partnership working.</p>	<p>Ability to exercise professional judgement independently.</p>
<p><u>EXPERIENCE</u> Post registration experience in a learning disability setting. Demonstrable physical health assessment skills. Evidence of multi-disciplinary working. Evidence of involvement in team/service development. Experience in venepuncture or willing to undertake training</p>	<p>Post registration experience in a community setting or a demonstrable understanding of working in such areas. Experience of case management. Leadership experience. Experience of working with adults with complex needs / profound and multiple learning disabilities</p>
<p><u>KNOWLEDGE</u> Awareness of LD Annual Health Checks Up to date clinical knowledge. Positive Behaviour Support Mental Health Act and ASP Legislation. Child Protection Legislation. Relevant aspects of Health and Safety legislation. Knowledge of research and audit techniques.</p>	<p>Aware of current developments in Learning Disability practice. Awareness of national drivers/initiatives relevant to Learning Disability. Knowledge of Local Authority processes/Health and Social Care Integration. Understanding of Clinical Governance issues. Knowledge of improvement methodology.</p>
<p><u>PERSONAL CHARACTERISTICS</u> Compassionate Patient Adaptable and motivated. Ability to work independently and as team member.</p>	<p>Able to provide clinical leadership. Flexibility and commitment to team. Recognises when stressed.</p>

<p>Problem solving abilities. Willingness to undertake continuing professional development. Ability to work under pressure. Confident in own decision-making abilities. Enthusiastic.</p>	
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Find Out More

NHS Dumfries & Galloway

For information on NHS Dumfries & Galloway, including details of further staff benefits, how to get started with us, advice for moving to the area, our facilities and beautiful surroundings, check out our **Work with Us** Portal.

To access the Work with Us web pages, copy and paste the following link into your web browser: www.nhsdg.co.uk/workwithus

Dumfries and Galloway Health and Social Care Partnership

For information on Dumfries and Galloway Health and Social Care partnership:
<https://dghscp.co.uk/>