

Job description

See your future with us

Thank you for considering a role at [Cambridge University Hospitals NHS Foundation Trust](https://www.cuh.nhs.uk), which includes Addenbrooke's and the Rosie Hospitals.

The Trust is one of the largest and busiest hospitals in the country and is a leading clinical and academic centre with a national and international reputation for excellence. This is due to the skill and dedication of the people that work here: they are the hospital, and it is their teamwork, energy, commitment and imagination that deliver our service.

The Trust's philosophy is to keep the patient at the heart of everything we do and we expect staff to uphold our values of *kind*, *safe* and *excellent* at all times. This means that we go to great lengths to recruit the right people. We want people with a positive attitude who are willing to go the extra mile, not because they are asked to, but because they are committed to being part of a healthcare team that delivers an excellent caring service to our patients.

The Trust is committed to bringing the best out of its employees. We want everyone who works here to enjoy true job satisfaction. We offer continuous support, training and development so that all members of staff may fulfil their potential to do an excellent job and feel proud to serve and be part of the Trust.

Please read this job description thoroughly before submitting your application. Be sure that you can demonstrate commitment to teamwork, dedication and the ability to show compassion, care and respect to our patients, visitors and colleagues.

You can download our Application Guide, which provides further details about how to complete each section of your application form. See www.cuh.nhs.uk/vacancies

Working with us

The Trust's main site is in a great location, just south of Cambridge city centre and flanked by open fields. It is well served by public transport and Cambridge train station is less than two miles away with direct rail services to the Midlands, London and Stansted Airport.

We offer a comprehensive staff benefits package, including continuous professional development, childcare, flexible-working schemes, not to mention a final salary pension scheme. Staff can enjoy a range of facilities and discounts too numerous to detail here but which include on-site sport and leisure facilities, a swimming pool, bank and retail outlets. Our website provides further information including links to other sites to find out more about living in Cambridgeshire. See www.cuh.org.uk/jobs

Submitting your application

If you are planning to apply for this post online, please use the Trust's website to do so: www.cuh.nhs.uk/vacancies This will provide you with an opportunity to look in more detail at our website and learn more about our services, developments and the benefits of working for us.

We hope that you are able to apply on line. If you are unable to do so, please contact Recruitment Services with details of the position you are considering, including the reference number, and we will post the application form to you.

Recruitment Services recruitment@addenbrookes.nhs.uk +44 (0)1223 217038

Job description

Job title:	Learning Disabilities Specialist Nurse
Band:	7
Hours of work:	37.5 hours
Location:	Trust-wide
To whom responsible:	Assistant Director of Nursing
Job summary:	<p>This Specialist Nurse Post has been developed to raise the awareness of the needs of patients admitted with learning disabilities across the organisation.</p> <p>Lead the development and implementation of a strategy, caring for patients admitted with learning difficulties, including developing and reviewing policies and care documentation</p> <p>Identify, plan and implement specific initiatives, which would improve the patient experience of people with a learning disability.</p> <p>Develop and implement a system to monitor the effectiveness of the care delivered to patients with learning difficulties.</p> <p>To act as a specialist clinical resource providing accessible, accurate and relevant information to clients, carers', advocates education, health, social care and independent professionals.</p> <p>Develop awareness and education initiatives for all appropriate staff groups.</p>

Key Duties & Responsibilities:

Clinical and Communication

1. Works both as an independent practitioner, and as an effective member of the wider multidisciplinary team. Demonstrates excellent communication ability.
2. Work with the Learning Disability Partnership team to plan the patient journey for both out-patient and in-patient care episodes and through to discharge.
3. Raise awareness of the specific health needs of people with Learning Disabilities and provide advice to staff in relation to person centered care for patients with learning disabilities.
4. Through specialist knowledge and experience, guide staff to anticipate possible problems and develop individualised care plans for people with Learning Disabilities.
5. Respond to unplanned/emergency admissions where a need for support/advice is identified.

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6. Actively promotes the needs and rights of people with Learning Disabilities including issues of consent, right to treatment and mental capacity
7. Demonstrates a highly developed interpersonal approach with team members, service users, staff teams, families and supporting agencies where there maybe sensitive and contentious situations.
8. Communicates complex, sensitive information effectively and empathetically to patients and relatives. Maintains personally generated observations in patient records.
9. Acts as an advocate for patients/carers and their families, actively participating in the Trust's Patient experience Programme.

Leadership and Management:

1. Works with key stakeholders, including external agencies, Divisional lead nurses, SCNs/CNs to implement a strategy relating to the care of patients with learning disabilities, utilising an agreed service plan as a framework for service delivery.
2. Leads on the development of policies/protocols and pathways for patients with learning difficulties admitted to the Trust, in line with health objectives identified within 'Valuing People' 'Health Care for All' and other key national legislation for people with Learning Disabilities. (Mental Capacity Act and Deprivation of Liberty Safeguards)
3. To be the representative body for Learning Disabilities within CUHFT and sit on relevant groups and working parties.
4. Use data from audit / quality monitoring/ complaints / patient satisfaction questionnaires & service review to inform clinical governance. Utilise information to ensure that services are responsive to patient needs. Ensures patients are consulted in the development of services.
5. Actively promotes diversity, including race diversity, both in the delivery of the Directorate's services and in the management and development of staff within the clinical area. Generates and sustains relationships that promote dignity, rights and responsibilities. Identify and take action to address discrimination and oppression.

Service Development:

1. Develops working partnership with PALS and other relevant groups in developing and implementing strategies to obtain the views of patients and carers and ensure their views are incorporated into proposed service developments.
2. Assists in the development of care pathways with nursing and medical staff to facilitate equitable, effective and efficient patient journey for patients with learning disabilities, working with patient to plan both out-patient and in-patient episodes of care.

Education:

1. Organises and facilitates Learning Disability awareness training for Multidisciplinary staff within CUHFT.
2. Acts as an education resource for staff in the Trust. Disseminate knowledge, skills and

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attitudes concerning the care of patients with learning disabilities.

3. Provides information and training to people with a learning disability and their supporters around hospital attendance, their rights and their responsibilities.
4. In collaboration with other members of the multidisciplinary team, ensure development of accessible patient information for wards and departments.
5. Ensures effective shared learning with other organisations. This may involve presentations at conferences, training events etc.

Audit and Research:

1. Advances the culture of evidence based practice by identifying and encouraging the use of research based care for people with learning disabilities.
2. In collaboration with appropriate external agencies develop networks of people working with learning disabilities in sharing of best practice initiatives.
3. Actively participates in audit activity relevant to the clinical area.

Professional:

1. Maintains own professional standards and development in accordance with continuing professional development requirements, the Knowledge and Skills Framework and the NMC.
2. Keeps up to date with national and local developments in nursing/midwifery and NHS policy and practice.

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General Compliance:

1. To comply with all Trust Policies and Procedures, with particular regard to
 - Risk Management
 - Confidentiality
 - Equal Opportunities
 - Health & Safety
 - Data Quality
 - Information Governance
 - Freedom of Information
2. All staff have a responsibility to comply with the current infection prevention and control policies, procedures and standards and ensure they have received an annual update on infection prevention and control issues including hand hygiene. All staff should practice and encourage appropriate hand hygiene and act professionally to ensure the hospital environment is clean, safe and tidy.
3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
4. To follow all the Trust Security policies and procedures and be vigilant to ensure the safety and secure environment for care.
5. All staff who have access to or transfer any data records are responsible for that data and must respect data security and confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies. Data includes all data i.e. electronic, hard copies of printed data or handwritten data information of patient, employee and financial etc.
6. The post holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
7. The Trust is committed to carefully screening all staff who work with children and vulnerable adults. This appointment is therefore subject to a satisfactory Criminal Records Bureau Disclosure of the appropriate Level if required.
8. All staff will receive training on Child Protection -Safeguarding Children Policies and Procedures as part of Induction and annual updates, this will equip the post holder with the knowledge of what you will need to do if you have concerns about the welfare of a child/young person under aged 18.
9. Ensure you work towards the Knowledge and Skills Framework of the post. This is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service
10. Perform any other duties that may be required from time to time.

Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.

This job description may be altered to meet changing service needs, and will be reviewed in consultation with the post holder.

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PERSONAL SPECIFICATION – Learning Disabilities Specialist Nurse

	Essential	Desirable	Evidenced by
QUALIFICATIONS			
<ul style="list-style-type: none"> ▪ Current NMC Registration of 1st Level Nurse ▪ Specialist Practitioner Learning Disability – NMC Registered or equivalent experience ▪ Evidence of further Professional Development relevant to Learning Disabilities ▪ Mentorship preparation programme ▪ Other post-basic professional qualifications relevant to the role ▪ Relevant degree 	<p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>A/C</p> <p>A/C</p> <p>A/C</p> <p>A/C</p> <p>A/C</p>
EXPERIENCE			
<ul style="list-style-type: none"> ▪ Evidence of working at band 6 (final gateway) ▪ Evidence in working in a multi-disciplinary/agency setting ▪ Experience of giving supervision ▪ Experience of providing a health service to people with learning disabilities ▪ Experience of working in an acute setting 	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
KNOWLEDGE, SKILLS AND COMPETENCIES			
<ul style="list-style-type: none"> ▪ Sound level of evidence based clinical practice ▪ To have highly developed written and verbal communication skills ▪ Presentation skills ▪ Self Motivation ▪ Ability to work as a team member ▪ Leadership skills ▪ Valuing People Health Objectives ▪ Knowledge of strategies in learning disabilities ▪ Proven ability to teach different levels and groups of health care staff ▪ Ability to plan, organise and evaluate own workload ▪ Previous demonstration of audit involvement 	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
VALUES			
Supports the values and beliefs of the particular care group	√		I

Key: = Application Form = Interview C = Certificate