

Profile label
Job Statement:

Nurse Specialist (Learning Disabilities)

1. Assesses care needs, implements and monitors care plans, administers medication, provides advice in specialist area e.g. paediatrics, adolescents, adults for patients/clients with Learning Disabilities.
2. Forms a supportive relationship with Learning Disability clients to facilitate care
3. Initiates and promotes practice development
4. Provides clinical supervision to other staff, students

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding/ hostile, antagonistic or highly emotive atmosphere Communicates with clients and relatives to explain clinical issues and daily living procedures/ use of special communication techniques e.g. uses de-escalation techniques when dealing with clients who may be hostile, antagonistic	4a-5c
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge to degree level or equivalent, plus diploma level training or equivalent in specialist area and experience.	6
3. Analytical & Judgmental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Assessment of specialist client need and condition, determining appropriate response when dealing with clients with learning disabilities	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans daily clinical provision and daily living skills for clients	2
5. Physical Skills	Developed physical skills, manipulation of objects or people, narrow margins for error; highly developed physical skills, accuracy important; manipulation of fine tools, materials Formal restraint training; insertion of catheters, special feeding techniques	3(a)(b)
6. Responsibility for Patient/Client Care	Develop specialised programmes of care/ care packages Assesses patient needs and implements specialist programmes of care	6(a)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Implements, comments and proposes changes for policies for own work area	2
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ Handle cash, valuables; Maintain stock control Personal duty of care/Safekeeping of clients cash and valuables; Ordering and the safe storage of medications	1 - 2(a) (c)
9. Responsibility for Human Resources	Day to day supervision, co-ordination of staff; Professional /clinical supervision Day to day supervision, allocates work to support staff & students; clinical supervision.	2(a) (b)
10. Responsibility for Information Resources	Record personally generated information Records personally generated observations and updates client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Undertakes surveys or audits as necessary	1
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/Broad occupational policies Work is managed, manager is available for guidance if required/Lead specialist for own area	3/4
13. Physical Effort	Frequent sitting or standing in a restricted position / Frequent moderate effort for several short periods Walks, stands for most of shift/ Moving patients for treatment or personal care, use of hoists	2(a) - 3(c)
14. Mental Effort	Frequent concentration; work pattern predictable; Occasional concentration; work pattern unpredictable Concentration for patient assessment & observation, ward rounds, team discussions; Occasional interruptions to attend client needs.	2 (a)-3(a)
15. Emotional Effort	Occasional/ frequent distressing or emotional circumstances Deals with client anxieties, challenging behaviours from distressed clients	2(a)-3(a)
16. Working Conditions	Frequent unpleasant, occasional/frequent highly unpleasant conditions Verbal aggression/ body fluids	3(a)(b)-4(b)
JE Score/Band	JE Score 407 – 461	Band 6