

Profile label

Job Statement:

Nurse Team Manager (Learning Disabilities)

1. Leads nursing services for patients with learning disabilities, collaborates with social services, educational, & voluntary sector staff
2. Assesses specialist care needs, implements and monitors care plans, administers medication, provides specialist advice.
3. Leads practice development and trains learning disability staff, patients and carers.
4. Manages team resources and staff.

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 sensitive information with patients, carers & relatives to explain and discuss clinical issues and treatments/ uses de-escalation techniques for dealing with clients with learning disabilities who may be hostile or antagonistic	4a – 5c
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge to degree level or equivalent plus training and experience in clinical leadership & management to diploma level equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of range of options Assessment of patient needs and condition, determines appropriate response when dealing with clients with learning disabilities, staffing issues	4
4. Planning & Organisational Skills	Plan and organise complex activities, programmes, requiring formulation, adjustment Plans delivery of specialist nursing care, allocation and deployment of staff, co-ordinates multi agency activities	3
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 programmes of care/care packages/Develop specialised programmes of care/ care packages Assesses patient needs, implements care programmes/ implements specialist programmes of care for learning disabilities	5 (a)/6(a)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Participates in working groups to develop new policies for learning disability services which impact beyond own work area	3
8. Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget/ budget holder for department, service Authorises overtime for nursing and support staff; holds delegated budget/ holds budget	3(a) (d) - 4(a)
9. Responsibility for Human Resources	Day to day management / Line manager for single function or department Manages Learning Disability staff / Line manager	3(a) – 4(a)
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/ regularly undertakes R&D; clinical trials Undertakes surveys or audits as necessary / undertakes research, clinical trials, lead clinical audit in own area	1-2 (a) (b)
12. Freedom to Act	Broad occupational policies Accountable for own professional action; leads in own area	4
13. Physical Effort	Occasional moderate effort for several short periods Occasional manoeuvring patients for treatment or personal care	2(d)
14. Mental Effort	Frequent concentration; work pattern unpredictable Concentration for patient assessment and observation, interruptions to deal with staff issues	3 (a)
15. Emotional Effort	Frequent distressing or emotional circumstances Deals with client anxieties, challenging behaviours from distressed clients	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 467 – 524	Band 7