

Profile label
Job Statement:

Nurse (Learning Disabilities)

1. Assesses care needs, implements and monitors care plans, administers medication, provides advice for patients/clients with Learning Disabilities.
2. Carries out nursing procedures to support and care for clients with Learning Disability
3. 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 Communicates with clients and relatives to explain clinical issues and daily living procedures, use of special communication techniques e.g. sign language for clients with communication difficulties.	4a
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional /clinical knowledge to degree/Diploma level or equivalent	5
3. Analytical & Judgmental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Assessment of client needs and condition	3
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, 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; Provide specialised advice in relation to care Assesses patient needs and implements programmes of care; provides advice to clients, carers	5(a) (c)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Professionally responsible for adherence to clinical policies and procedures	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources / handle cash, valuables; maintain stock control; authorised signatory, small payments Personal duty of care /handles patient valuables; orders supplies when necessary; signs agency time sheets	1/ 2(a) (c) (d)
9. Responsibility for Human Resources	Day to day co-ordination of staff; Professional /clinical supervision Day to day supervision, clinical supervision; allocates work to support staff & students	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/ regularly undertake R&D activity; clinical trials Undertakes surveys or audits as necessary/ undertakes R&D; clinical trials	1 –2(a)
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Works within codes of practice & professional guidelines, manager is available for guidance if required	3
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/ Manoeuvres patients without mechanical aides	2(a) - 3(c) – 4(b)
14. Mental Effort	Frequent concentration; work pattern predictable/ unpredictable Concentration for client assessment & observation, ward rounds, team discussions/ interruptions to attend client needs.	2 (a)-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 347 – 383	Band 5