

Person Specification & Scoring Sheet

Job Title	Community All Age Learning Disability Nurse	Band	6
Candidate			

Top Tip for candidates! Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below.

	Essential Criteria	Desirable Criteria	Score
Qualifications	<ul style="list-style-type: none"> Registered Nurse Learning Disability (Part 5 or Part 14 NMC Register) or BSc (Hons) Learning Disability Nursing and Social Work Mentorship qualifications or willing to undertake training 	<ul style="list-style-type: none"> BSc (Hons) Community Specialist Learning Disability Nursing or relevant Degree. Specialist Practitioner (Learning Disability) Health needs assessment for people with learning disabilities Mental capacity act training 	
	<ul style="list-style-type: none"> Candidates: Please be aware that you will be asked to present your original qualifications at interview. 		
Experience	<ul style="list-style-type: none"> Significant Post registration experience Experience of working with adults and Children with a Learning Disability. Experience of working within Multi-disciplinary Service / Team Principles/experience of ordinary life models Experience of undertaking specialist assessments in relation to: unmet health needs, mental health. 	<ul style="list-style-type: none"> Experience of working in a Community team Experience of project management / service improvement Experience of liaison with primary and secondary care to meet the health needs and behaviour of people with learning disabilities Experience of implementing reasonable adjustments 	
Skills	<ul style="list-style-type: none"> Assessment, planning, information analysis, intervention, evaluation of package of care. 	<ul style="list-style-type: none"> 	

	<ul style="list-style-type: none"> • To be able to communicate effectively with patients who have expressive and receptive communication difficulties due to their learning disability. • Self-motivated • Good time management skills and ability to manage day to day practice • Implement policies and proposed changes to practice for own area • Ability to ensure safe practice • Ability to organise qualified/unqualified staff – Pre/Post Registration Nursing Students & day to day practice. • Ability to delegate to junior members of staff • Ability to deliver training to staff, carers & Services. • Flexible in approach - over 24 hours. • Ability to concentrate within an unpredictable working pattern • Ability to adapt, interpret & manage, frequent highly complex situations within an often unpredictable working environment. • Ability to manage patients (and families) who present with, early ageing conditions, terminal illness, other unmet health needs and behaviours that challenge. • To be able to communicate with families and carers, where highly sensitive information is provided and received. • Willingness to participate in and undertake physical intervention training • Ability to ensure safe practice, by clarifying level of role within organisation & seeking appropriate supervision & direction as required. • Ability to maintain judgement under pressure. • Ability to organise and prioritise workload • Presentation skills. • Demonstrate the ability to undertake ongoing theoretical / practical professional development according to Service needs. • Ability to work in partnership with other agencies and positively influence others service delivery • To be able to communicate with individuals who have expressive and receptive communication difficulties due to their 		
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	<p>learning disability/cognition and who additionally present with severe challenging behaviour within an environment, which has frequent conflict/hostility.</p> <ul style="list-style-type: none"> • Ability to work within a Learning Disability Multi-disciplinary/Inter-agency Team. • The ability to work flexibly in accordance with client and service needs • Day to day supervision / co-ordination of staff, facilitating professional / clinical supervision. • Use of De-escalation Techniques • Use of Breakaway Techniques • Promoting / enabling Personal Skills / Direct Care Development • Administration of Clinical Nursing Procedures e.g. blood pressure, etc. • To be able to communicate with families/carers where highly sensitive contentious information is provided and received within an environment, which may have conflict/hostility. 		
Knowledge	<ul style="list-style-type: none"> • Knowledge of the safeguarding processes • Knowledge of Learning Disability Team's role and function • Awareness of current professional nursing issues and Regional, National Health Policy • Insight into Learning Disability National Strategy • Knowledge of wider health care agenda and how this relates to the Learning Disabled population • Knowledge of implementing de-escalation techniques. • Specialist knowledge across range of procedures underpinned by theory • Understanding of policies for children and young people 	<ul style="list-style-type: none"> ▪ Knowledge of current local and national guidance with regards to health needs assessment and behaviour assessments of people with learning disabilities. 	
Additional	<ul style="list-style-type: none"> • Be able to travel independently around the borough • Intensive assessment / treatment / other unmet health care needs • Teaching / training of staff / carers / families / independent organisations • Assessment of individual client Risk Assessment and adheres to Risk Management Guidelines 	<ul style="list-style-type: none"> ▪ 	

	<ul style="list-style-type: none"> • Involvement with clients, families, formal carers / Services in difficult circumstances – emotional, financial, social relationships etc. • Intensive involvement with assessment / treatment / support with adults who present with communication needs • Assessment / intervention within local hospital settings – Acute / Mental Health wards • Assessment / intervention within Regional Medium Secure Units • Assessment / interventions within home environments / Day Centres / Colleges, etc. • Exposure to verbal and physical aggression • Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation 		
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WWL Behaviours	<p>When we are:</p> <p>4ward Thinking We seek out new and creative way of working to make a positive difference.</p> <p>Working together We actively seek opportunities to work in partnership with others</p> <p>Accountable We take personal responsibility for ourselves and our actions</p> <p>Respectful We recognise that everyone counts and makes a valuable contribution</p> <p>Demonstrate Compassion We take time to show kindness and care to others</p>	
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Total Score:	
Out of total possible score:	

Comments	<p>Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;</p>
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Scoring Key:

1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria
2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria
3. Showed more positive than negative evidence of meeting the essential criteria
4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria
5. Showed multiple clear evidence of meeting all of the essential and desirable criteria

Signature:		Date:
Print name:		Position: