

Nurse

Identifying facts	
Service Sector	Allied Health
Organisational Relationships:	Lead Nurse
Line Manages:	None
Qualification Requirement:	<p>A registered Nurse Qualification</p> <p>Post-qualification experience of working with children and young people with learning and physical disabilities</p> <p>Experience of managing a complex case load where compelling demands require the ability to prioritise workload</p>

JOB PURPOSE

- To provide full speech & language therapy service including assessment, intervention and record keeping for own caseloads of children and young people.
- To provide supervision and training for assistants, students and other staff
- To participate in audit and research as necessary

ALLIED HEALTH & NURSING DEPARTMENT

The Learning Provision focus is on supporting children and young people who have complex additional support and exceptional health care needs. The service has the capacity to assess and meet the holistic, educational, allied health and social care needs of children and young people whenever those needs arise throughout the whole year. Overarching all aspects of the support we provide to the children and young people in our care is the Children (Scotland) Act 2014. We place a significant emphasis on Getting it Right for Every Child by placing them and their families at the centre of every aspect of their care right from the planning stage and beyond recorded and co-ordinated via each child's Single Plan with parents as our partners in the entire process.

The post will be part of a multidisciplinary Allied Health & Nursing teams working across Learning Provision services including schools, residential and short breaks services to ensure the children and young people in our service have access to on-site support from a range of allied health and nursing professionals. The team includes Occupational Therapy, Physiotherapy, Speech and Language Therapy, Dietetics and Nursing. Each team provides specialist assessment, management, care planning, programmes of intervention, training and advice regarding each individual child's healthcare needs to everyone involved with them to maximise their potential and quality of life.

JOB INFORMATION

Communication & Relationship Skills

Provide and receive complex, sensitive/highly complex, sensitive or contentious information, barriers to understanding

Communicates sensitive/highly sensitive condition related information to customers, families and provides empathy and reassurance

Knowledge, Training & Experience

Specialists knowledge across range of procedures, underpinned by theory

Professional knowledge acquired through degree supplemented by diploma level specialists training and short courses

Analytical & Judgemental skills

Complex facts or situations requiring analysis, interpretation, comparison of a range of options

Skills for assessing & interpreting customer conditions, appropriate diagnosis, therapy

Planning & organisational skills

Plan and organise straightforward activities, some ongoing

Organises own specialists workload

Physical skills

Highly developed physical skills, accuracy important, manipulation of fine tools, materials

Dexterity and accuracy required for e.g. intravenous injections, syringe pumps, infusions, insertion of catheters and removal of sutures.

Responsibility for Customer Care

Develop highly specialised programmes of care and care packages

Provide highly specialised advice concerning care

Asses, develop and implement specialist nursing care programmes

Advises children and young people and families

Responsibility for Policy/Service Development

Implement policies and propose changes to practices, procedures for own area

Contribute to development of specialists protocols

Responsibility for Financial and Physical Resources

Personal duty of care in relation to equipment and resources; maintain stock control

Safe use of clinical and other equipment; orders specialists supplies

Responsibility for HR

Day to day supervision; professional/clinical supervision

Allocates work to support staff

Provides clinical supervision to other staff and students

Responsibility for Information Resources

Records personally generated information

Updates records

Responsibility for Research & Development

Undertakes surveys or audits, as necessary to own work and regularly undertakes R&D; clinical trials

May undertake/undertakes research, clinical trials and lead clinical audits in own area

Freedom to Act

Clearly defined occupational policies, work is managed rather than supervised/broad occupational policies

Accountable for own professional actions; not directly supervised/lead specialists

Physical Effort

Frequent sitting or standing in a restricted position ; Occasional moderate effort for several short periods

Walks and stands for most of shift; occasionally moves and transfers children and young people

Mental Effort

Frequent concentration; work pattern predictable

Concentration on customer assessments, injections; schedule of visit

Emotional Effort

Occasional/ frequent distressing/highly distressing circumstances

Deals with distressed relatives, care/deals with consequence of terminal illness

Working Conditions

Frequent unpleasant, occasional/frequent highly unpleasant conditions

Smell, noise, dust/body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags

Other

To identify and participate in or provide required training relevant to the role

To ensure high standards of service delivery through the consistent application of recognised standards and established policies, procedures and practices

To work in a safe and effective manner at all time

To undertake any other duties related to the responsibilities of the post and which may be delegated by Capability Scotland management.

ESSENTIAL KNOWLEDGE & EXPERIENCE REQUIRED

- A registered Nurse Qualification
- Post-qualification experience of working with children and young people with learning and physical disabilities
- Experience of managing a complex case load where compelling demands require the ability to prioritise workload
- Ability to work on own and flexibly as part of a team with good communication skills