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JOB DESCRIPTION

Job Description

Post Title: Positive Behaviour Support Nurse Specialist

Department: Dudley Behaviour Support Team, Learning Disabilities

Location: Ridgehill Centre, Brierley Hill Road, Stourbridge, DY8 5ST

Directorate: Learning Disabilities

Band: 6

Hours: 37.5hrs

Contract Type: Permanent

Responsible to: Team Lead

Accountable to: Community Services Manager

Job Purpose

- Delivery of a highly specialist Positive Behaviour Support service to people with a Learning Disability who present with complex and challenging needs.
- Work within the principles of Positive Behaviour Support at all times
- Carry and manage a complex caseload.
- Complete and implement a range of specialist assessments and ethical interventions to enhance the quality of life to service users, carers and families.



Job Description – Positive Behaviour Support Nurse Specialist

- Meet contractual activity and Trust targets within set time parameters.
- Support and supervise junior staff
- Delivery of and participation in training.
- Assessing and supervising of students/other learners.
- Contribution to service development and improvement, audit and research within the Learning Disability services.

Main Duties/Responsibilities

1. Facilitate the pro-active implementation of the Positive Behaviour Support pathway within Learning Disability services
2. To work as a team member within the Behaviour Support Team, the wider multidisciplinary team and a range of stakeholders
3. To work collaboratively with the service users, carers and families.
4. To provide a safe and specialist service recognising own professional limitations.
5. To deliver a high quality, meaningful and safe service in line with CQC and NICE standards.
6. To hold and manage a complex case load that requires the provision of specialist assessments; formulation; implementation and evaluation of measurable interventions, that are supported by robust risk assessments and detailed Positive Behaviour Support plans
7. To maintain clear and contemporaneous records of all case work, using approved electronic and non-electronic recording systems.
8. Engage with and feedback outcomes to a range of stakeholders whilst maintaining appropriate levels of confidentiality
9. To deliver specialist training.
10. To work within legal parameters, having a working knowledge of relevant legislation.
11. To work within the guidance of the Trust/local 'Lone Working' policy, using agreed 'report & confirm' systems.
12. To actively participate in regular clinical and management supervision with Team Lead
13. To support and supervise junior staff
14. To actively participate and complete revalidation as required by the NMC
15. Actively participate in own and others appraisal and ensure objectives and work plans are met.
16. To ensure contractual activity and Trust targets are completed within set time parameters.
17. To comply with all Mandatory and Statutory training requirements.
18. Assessment and supervision of student nurses and other learners.
19. To actively contribution to the clinical governance infrastructure, service development and improvement, audit and research within the Learning Disability services.
20. To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality Learning Disability service.



Trust Values and Behaviours

Black Country Partnership NHS Foundation Trust has a set of Trust Values and Behaviours to improve the experience for our patients and our staff. This means that in undertaking this role the post holder is expected at all times to behave in a way that demonstrates commitment to the delivery of thoughtful patient care and continuous improvement as detailed in the table below.

Our Trust Values are:

- Honest and Transparent
 - Empowerment
 - Dignity and Respect
 - Integrity
 - Compassion and Kindness
- Our Trust Behaviours are:
- Be caring and demonstrate compassion
 - Have the courage to take action
 - Communicate effectively
 - Treat everyone as an individual
 - Be competent and professional

Confidentiality

Patient and/or staff information is confidential. It is a condition of NHS employment that you will not use or disclose any confidential information obtained unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard confidential data will be regarded as a disciplinary offence and will be dealt with in accordance with the Trust's Disciplinary Policy.

Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.



Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, wellbeing and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Partnership NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Partnership NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.



Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.

Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

