

# JOB DESCRIPTION

## 1. JOB IDENTIFICATION

Job Title:	Community Mental Health Nurse - Substance Misuse
Responsible to:	Nurse Team Manager
Department(s):	Edinburgh MAT Access Clinic
Directorate:	Mental Health & Substance Misuse
Operating Division:	Edinburgh HSCP
Job Reference:	220414
No of Job Holders:	2
Last Update:	Nov 2022

## 2. JOB PURPOSE

To undertake the role of the Community Mental Health Nurse (Substance Misuse) utilising specialist clinical knowledge to inform decision making and clinical judgment from initial assessment through to discharge. To provide specialist advice to the multidisciplinary team in relation to the management of patient conditions through the assessment, treatment, and review planning process in partnership with the patient/carer.

To provide specialist training, advice and consultancy to primary care, community agencies and generic staff on the management of alcohol and drug problems in a community setting. To provide teaching and clinical supervision to nursing students.

To co-ordinate care between and across community, outpatient, and hospital, voluntary and social care agencies.

## 3. DIMENSIONS

The service will be accessible to Edinburgh residents from all four localities who wish assessment and same day access to treatment for opioid drug use.

### Target Population

People who use opiate drugs and would like to access support a prescription for MAT.

People who require to be re titrated onto a prescription of MAT.

People over the age of 18 (ASUS provides care for those people under 18).

People requiring continuation of medication *commenced* in other settings i.e., police custody; prison liberation; hospital liaison where they do not have an ongoing prescriber.

In exceptional circumstances where the local geographical service cannot provide a service (East, West, Midlothian) Non-Edinburgh residents can access the clinic.

The post holder will have a designated central base but will work across the localities seeing people with substance Misuse problems in a variety of settings including Recovery hubs and other community settings.

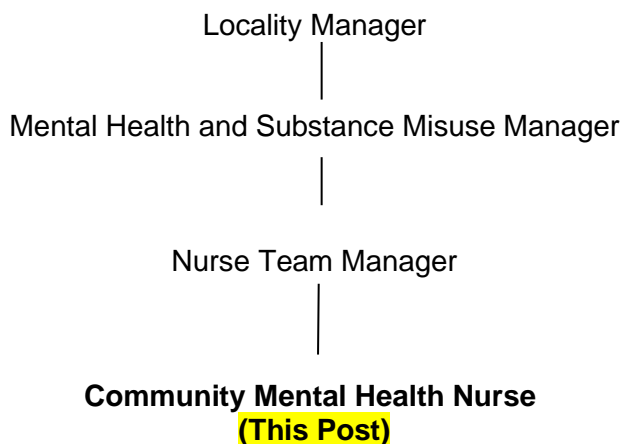
The postholder will work as the Community Mental Health Nurse within the EDMAC providing assessment and time limited treatment interventions.

The role of the community mental health nurse is to work alongside the other EDMAC specialist team members to:

- ensure high quality assessment of mental health needs and risk;
- develop, implement and evaluate individual care plans using relevant tools;
- support people to understand their substance misuse condition and learn to manage it
- ensure accurate timeous onward referrals to other teams are made if required including referral for public protection or capacity assessment.
- provide supervision and support to other members of the team including peer and support workers
- Management responsibility in absence of Nurse Team Manager.

The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF DEPARTMENT

The Purpose of the Edinburgh MAT Access Clinic (EDMAC) is to provide, where clinically appropriate, the safe and consistent provision of same day access to treatment within Edinburgh. This clinic enhances the current pathway and assists the care delivery model of locality-based Recovery Hubs by serving as the most common front-door to a central single access site with a no barriers approach. The service will employ evidence-based methods, promote recovery and deliver positive outcomes for individuals with alcohol and drug problems in accordance with the Scottish Government's Drug Death Task Force (DDTF) published Medication Assisted Treatment (MAT) Standards.

## 6. KEY RESULT AREAS

### Clinical Practice

1. Following allocation, the post holder is responsible for the management of a caseload and for providing specialist advice in relation to patient conditions and supporting the development of specialist care plan/package through initiating a specialist assessment to meet the Substance Misuse/Mental Health and holistic needs of the patient, prior to the same prescribing of Opiate Replacement Therapy (ORT) until the subsequent discharging from the caseload when appropriate.
2. With additional appropriate training the post holder will initiate medication prescribing, administration and management in line with Patient Group Directive's or Independent Nurse Prescribing competence.
3. Deliver a variety of care and treatment interventions, in line with evidence base on a 1:1 and group basis and contribute to wider service care provision within and out with health service.
4. Apply principles of epidemiology and demography in clinical practice recognising risks, patterns of disease and work collaboratively with a variety of stakeholders to develop health promotion strategies and reduce health inequalities
5. To undertake risk assessment (including patient behaviours and working environment) and incident management within community setting including implementation of action plans and associated learning to ensure ongoing compliance with related legislation and guidelines, including Health and Safety at Work Act and NHS Lothian Health and Safety policy and reporting systems, to safeguard patients and staff.
6. Participate in policy development through attending specialist / national groups, which facilitate net-working and sharing best practice through the provision of specialist professional advice.
7. Apply the principles of public protection (children and adults) with own caseload and in a supervisory capacity.

### Clinical Leadership

8. Provide clinical leadership in relation to the management of patient condition working at specialist practice level to provide mentoring, supervision and clinical advice where required to the multidisciplinary team.
9. Develop effective partnerships and collaborative working relationships with a variety of internal and external agencies to support seamless care provision across all agencies.
10. Participate in business continuity, workforce planning and skills profiling to ensure the targeting of resources to meet the needs of the team, individuals, and families.
11. Participate in the appraisal process and Personal Development Plan Review in line with the Knowledge and Skills Framework. Support management of performance issues for area of responsibility. Provide and participate in clinical and peer supervision.
12. Participate in the development of local procedures, protocols and standards ensuring compliance with National legislation and NHS Lothian policies and identify opportunities for the continuous development of service.

13. As and when required, in the absence of the Team Manager, provide support and guidance to team members and ensuring that a cohesive multidisciplinary team approach is maintained and to maintain effective operational management of the clinical area.

#### **Practice Development and Facilitated Learning**

14. For area of expertise provide specialist advice and teaching to the multidisciplinary team. The post holder will work in collaboration with education providers and other key stakeholders to ensure staff and learner competency is achieved and maintained.

#### **Research and Development**

15. May participate in research and undertake clinical audit to support own and the team's best practice which is research and evidence based leading to continuous improvement in care. Disseminate findings as appropriate to influence best practice.

16. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

#### **7a. EQUIPMENT AND MACHINERY**

The postholder will be expected to be responsible and knowledgeable in the safe use of all clinical and non-clinical equipment used within the area ensuring this is checked and maintained and where problems are identified these resolved so that all equipment is fit for purpose.

The following are examples of equipment which will be used when undertaking the role:

This list is not exhaustive:

- Mobile phones
- Pulse Oximeter
- Toxicology Screens
- PC
- Alcometer
- Scales
- BP machine
- Pinpoint Alarm

**Note:** New equipment may be introduced as the organisation and technology develops, however training will be provided.

## 7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role:

To maintain accurate and up to date clinical records complying with patient confidentiality and provide data for core surveillance.

To be responsible for recording all activity/contact on appropriate local system.

To update and maintain a range of information databases.

Responsible for ordering supplies e.g., supplies and equipment using PECOS system.

To be proficient in the use of IT systems - internet/intranet including use of email.

Risk assessments – DATIX.

TRAK.

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided.

## 8. ASSIGNMENT AND REVIEW OF WORK

Works within occupational, national and local policies and guidelines.

Will have a Professional Personal Development Plan including an assessment of clinical competence which will be reviewed annually by the responsible line manager.

Professional nursing advice may be provided by the Chief Nurse / Advanced Nurse Practitioners.

The post is self-directed, organising own workload in relation to specialist caseload to meet the demands of the service.

The clinical workload is generated through various referral protocols of multidisciplinary teams in line with legislation and performance indicators set by the Scottish Government Health Department.

## 9. DECISIONS AND JUDGEMENTS

Makes autonomous clinical decisions in relation to patient assessment, care planning and review within substance misuse. For example, assessment for suitability for opiate replacement therapy in line with Medication Assisted Treatment (MAT) standards.

Agree referral protocols, undertake risk assessments and using specialist clinical reasoning skills, make further referrals to Clinicians when it is identified that further clinical intervention is required.

Uses own initiative and acts independently within the boundaries of own knowledge and skills.

Participate in the appraisal process through Personal Development Planning and review in line with the Knowledge and Skills Framework.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

Balancing management of own caseload and providing support/ advice to other staff.

Adapting to the variable and unpredictable demands of the same day prescribing service.

Effectively working with a client group who present major challenges in terms of behaviour and emotional distress and managing their ambivalence, within a short window of opportunity, to harness and exploit motivation to change.

Balancing the needs and desires of the client with those of their family/carers whilst negotiating realistic goals and managing any resultant disappointment or unmet expectations.

Continued promotion of the specialist role and challenging the boundaries of the current parameters of practice.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

Communicates sensitive, complex clinical condition related information to patients, relatives and carers in relation to specialist area.

Communicate verbally and in writing to members of the multidisciplinary team - members of Primary and Secondary Health Care Teams, Social Care; statutory and non-statutory services with the ability to express professional views within group settings and support client advocacy.

In addition to the above other contact falls into the following main categories in relation to healthcare, staffing and service issues:

- The patient, their relatives and the multidisciplinary team involved in the provision of care.
- Nursing staff regarding patient care, allocation of work, workload issues.
- Partnership, Trade Union and Professional Organisation representatives in relation to service and staffing issues.

Acts as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills.

## **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

This section may vary depending on clinical area. Examples may include:

### **Physical Skills:**

Risk assesses a range of working environments and ensure safe working environment for self and staff.

Administer medicines, IM injections.

Violence and Aggression – breakaway/de-escalation.

IT – Keyboard skills.

### **Mental Demands:**

Dealing with urgent and life-threatening conditions – reacting to crisis situations.

Variety of assessment approaches and interpretation of findings sometimes complex.

Concentration and decision making in terms of competing demands and priorities.

Calculating drug dosages and prescribe safely and effectively.

Concentration required when writing reports.

Interpret data and use findings to inform service delivery.

### **Emotional Demands:**

Individual, family, community, and team dynamics.

Supporting in terms of individual, family and community crisis/ major incident/ poor diagnosis and prognosis, bereavement.

Dealing with challenging behavior.

Advocating for patients.

Supporting and mentoring staff, including challenging poor performance.

Supporting and enabling self-care when individuals, family and community may not be motivated to do so.

Coping with management of complaints.

Providing episodes of care that challenge individual beliefs and values.

Balancing the support for carers with the protection of vulnerable groups.

### **Working Conditions:**

The post holder will be engaged in daily clinical activity which will encompass a low risk of exposure to body fluids e.g. spitting.

Potential exposure to verbal and physical aggression from patients and relatives/other visitors.

Working in homes/environments which are challenging including clients' homes where there is smoking and pets.

Lone working in the community.

**13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

Registered Nurse with NMC – Mental Health (RMN).

Evidence of significant post registration professional practice experience to undertake and fulfill the key areas for this post postgraduate course/s in Substance Misuse speciality for example, non-medical prescribing, harm reduction, blood borne viruses.

Motivational Interviewing skills.

Evidence of management, education and training.

Effective listening and interpersonal skills.

Time management skills/ability to prioritise workload.

Evidence of research /audit experience.

**14. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: