



## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

Job Title:	Specialist Nurse in Substance Misuse Recovery Service
Responsible to:	SMRS Team Leader
Department:	Mental Health
Directorate:	Community Health and Social Care
Last update:	AUG 2019

### 2. JOB PURPOSE

To work as part of a multi – disciplinary team to provide assessment, treatment and interventions to individuals who have substance use and / or dependency issues and co-occurring mental health issues.  
To have responsibility for an agreed nursing caseload

### 3. DIMENSIONS

To develop and maintain a clinical service providing short-term support to individuals whom have been identified as being alcohol dependent and whom require medical withdrawal and ensuring follow up recovery relapse prevention work.

To develop and maintain the Specialist Prescribing to support clients whom are dependent on other substances and require substitute prescribing.

Assessment of service user's needs; development, implementation and evaluation of individually planned care together with other members of the multidisciplinary team and partner agencies.

To act as keyworker for clients on own caseload

To provide supervision and mentoring to junior staff and nursing students.

To ensure that the principle of continuity of care is maintained and that appropriate plans are made for clients' discharge and transfer from the SMRS to plan an aftercare strategy.

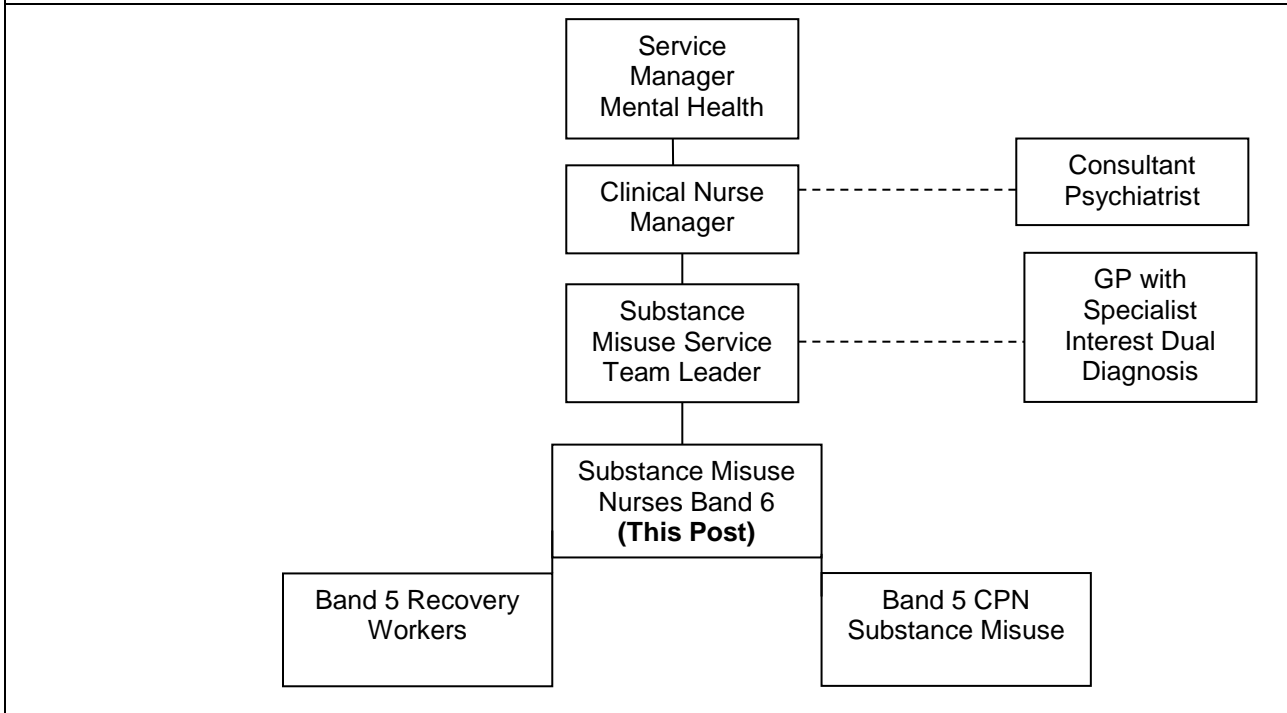
To promote the Substance Misuse Service and manage drug and alcohol dependence in a clinically effective and efficient manner that reflects best practice and is based on current research.

To work in partnership with GP's, Hospital and Community Staff, CMHT, Dual Diagnosis Service, Probation and other health and social care professionals, as this client group has complex and overlapping health/social needs.

To contribute to operational and strategic planning decisions about drug and alcohol dependence management in Shetland.

To act as a resource for colleagues within NHS Shetland by providing clinical advice and support on drug and alcohol problems.

#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF THE DEPARTMENT

Shetland has a population of around 22500 served by one general hospital, and 10 health centres. Community Nursing staff are practice based. There are five non-doctor islands with a resident nurse who provides first point of contact care.

The Mental Health Department delivers a comprehensive community based Mental Health service. There is a resident Psychiatrist but no dedicated psychiatric beds.

The post holder works as part of the Substance Misuse Recovery Service within the Mental Health Department based in Lerwick Health Centre. The Team comprises of a GP with Specialist Interest in dual Diagnosis who provides one session a week, who

works closely with the Substance Misuse service. As well as other band 6 and 5 nurses in the team there are 3 WTE Band 5 recovery workers. The consultant psychiatrist provides 2 sessions a week for SMRS. The post holder works closely with GP's to help deliver community detoxification for people who misuse alcohol, and with Ward 3 at the Gilbert Bain Hospital for in patient alcohol detoxification and substance misuse liaison services. The SMRS also liaises closely with the social work substance misuse social worker for residential rehab assessment.

## **6. KEY RESULT AREAS**

The post holder will:

Undertake assessment of service users needs and develop plans of care in collaboration with the service user and other agencies as appropriate.

Ensure all clients on the caseload have therapeutic care provided within a written collaborative care plan.

Maintain accurate records, collate information and maintain and develop existing channels of communication.

Contribute to the development of the Substance Misuse Recovery Service for Shetland and maintain up to date with developments relevant to drug and alcohol problems, and blood borne viruses.

Contribute to the provision of training and education of other health care professionals in the assessment, treatment and management of drug and alcohol dependency.

Encourage others to reflect on knowledge and practice, challenging complacency and actions that are not in the patients or publics interest.

Seek and gain access to appropriate learning opportunities for self and others and support them in applying theory to practice.

Provide specialist support and advice for informal carers and significant others in the client's network.

Identify risks and priorities for evaluation with the service.

Gather and share data that will assist in identifying future service priorities.

Provide supervision and mentorship to Junior members of the team and student nurses on placement.

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

An Alcometer is used to monitor client's compliance during alcohol detoxification and during further treatments. The post holder will be expected to obtain a breath sample, analyse the result and alter treatment accordingly.

Drug screening tests are also used to monitor client's compliance whilst undergoing substitute prescribing. The post holder will be expected to obtain samples of urine and/or oral fluid for testing, analyse the results and discuss with the client and clinical team, altering treatment as appropriate.

Car (There is no provision of a car with this post. Post holder must drive, have access to a vehicle for business and must provide evidence of insurance for business travel)

Computer

Mobile Phone

### **7b. SYSTEMS**

Ensure electronic nursing records are accurate, stored appropriately and reflect the NMC Record Keeping Guidance for Nurses and Midwives as well as the principles of Caldicott Guardianship

Complete monthly timesheets.

Provide information to update and maintain client database.

## **8. ASSIGNMENT AND REVIEW OF WORK**

The service covers all areas of Shetland. The post holder will be expected to establish and develop close and effective working relationships with GPs and practice staff, Gilbert Bain Hospital, statutory agencies and the voluntary sector.

The post holder will also liaise with the medical and nursing staff at the Gilbert Bain Hospital to support clients admitted there with substance misuse problems.

The post holder will work closely with the dual diagnosis service

The post holder will work unsupervised regularly with high levels of autonomy and accountability.

Peer review of work is carried out through regular meetings with the Dual Diagnosis Service.

The Substance Misuse Team Manager provides managerial support and supervision.

The post holder is responsible for management of their own caseload and the Substance Misuse Team Manager will review this periodically.

## **9. DECISIONS AND JUDGEMENTS**

The post holder will:

Carry out a specialist assessment and formulate a care plan.

Be aware of local and national policies and guidelines when assessing a client's suitability for home detoxification, and supervise the detoxification, advising the GP with regards to prescribing in response to daily assessment of client's symptoms, compliance with medication and effectiveness of same.

Assess clients for appropriateness of substitute prescribing and maintain ongoing monitoring of this intervention, in accordance with relevant local and national policies and guidelines.

Be accountable for own professional actions.

Have a responsibility for reporting any incidents, accidents or near misses including concerns relating to Health and Safety to Line Manager.

Monitor the working environment ensuring that it is safe for self, colleagues, clients and others taking the necessary action in relation to risks and hazards.

Ensure that working practice is consistent with legislation, organisational procedures, risk assessment and management e.g. Shetland Lone Working Policy.

Ensure that all equipment is stored, maintained and used appropriately.

Ensure management of risk is evident by accurate documentation in Substance Misuse Service notes.

Identify issues that require involvement of Substance Misuse Team Manager i.e. risk management, child protection issues.

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

Due to the rapidly changing area of substance misuse, the post holder will be required to be a dynamic, self-motivated individual who is confident and comfortable with change, remaining abreast of developments in policy and practice.

The post holder works in isolation regularly when carrying out client work.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

Using a motivational guiding style of communication, assist referred clients to acknowledge their drug/alcohol dependency and engage in a treatment plan. This includes exploring difficult issues such as history of drug/alcohol use, psycho-social and family circumstances and discussing treatment options and expectations.

Actively encourage clients to participate in treatment decisions and aftercare planning.

Communicating with clients who may be under the influence of alcohol and/or other substances, or have alcohol related cognitive impairment and who therefore may have difficulty understanding what is being said, and modifying own method of communication accordingly.

Establish and maintain good working relationships and efficient communication links within and outwith the Mental Health Department, enabling effective networking both within the wider organisation and with other services

Promote and model good practice consistent with legislation relating to communication, and maintain patient confidentiality during communication in line with legislation and NHS Shetland Board policies.

Support team members handling difficult situations.

Ensure you meet regularly with Substance Misuse Team Manager, Clinical Nurse Manger and the Alcohol and Drug Partnership support staff.

Negotiate outcomes in situations that may involve a range of participants.

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

The post holder will be required to work in a variety of settings including the Mental Health Department, GP practices, local hospital, client's homes and any other setting deemed suitable for clinical work.

The post holder will work in isolation, often in client's homes, which may be in remote areas. They will frequently have contact with intoxicated and/or emotionally distressed individuals, including family, carers and friends of the client. Any situation may be potentially volatile, unpredictable and subject to change over a short timescale.

The post holder will be required to have a heightened consideration for personal safety and be able to respond to changes in their working environment, enabling minimisation of any potential risks to them and/or others.

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

Minimum qualification of a Registered Nurse; RMN but both RGN and RNLD will be considered with relevant experience in substance misuse.

At least 3 years experience of working at Band 5 or above, with people with problematic drug and alcohol use.

Significant experience of providing pharmacological and psychological treatment interventions to problematic drug and alcohol users.

Excellent interpersonal skills

Evidence of interest/involvement in development of Substance Misuse services.

Currently working within hospital or community setting.

Experience of multi-agency working.

**14. JOB DESCRIPTION AGREEMENT**

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

Job Holder's signature

Date:

Head of Department's signature

Date